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Financing of the African Union-United Nations Hybrid Operation in Darfur

Budget for the African Union-United Nations Hybrid Operation in Darfur for the period from 1 July 2010 to 30 June 2011

Report of the Secretary-General

Contents

		Page
I.	Mandate and planned results	5
	A. Overall	5
	B. Planning assumptions and mission support initiatives	6
	C. Regional mission cooperation	12
	D. Partnerships and country team coordination	13
	E. Results-based-budgeting frameworks	15
II.	Financial resources	74
	A. Overall	74
	B. Non-budgeted contributions	75
	C. Efficiency gains	75
	D. Vacancy factors	76
	E. Contingent-owned equipment: major equipment and self-sustainment	76
	F. Training	77
	G. Disarmament, demobilization and reintegration	78
	H. Mine detection and mine-clearance services	78

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I. Quick-impact projects 7

III. Analysis of variances 8

IV. Actions to be taken by the General Assembly 8

V. Summary of follow-up action taken to implement the decisions and requests made by the General Assembly in its resolution 61/276 and requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the Assembly, and of the United Nations Board of Auditors 8

Annexes

I. Definitions 10

A. Terminology related to proposed changes in human resources 10

B. Terminology related to variance analysis 10

II. Organization charts 10

Map 11

Summary

The present report contains the budget for the African Union-United Nations Hybrid Operation in Darfur (UNAMID) for the period from 1 July 2010 to 30 June 2011, which amounts to $1,899,367,200.

The budget provides for the deployment of 240 military observers, 19,315 military contingent personnel, 3,772 United Nations police officers, 2,660 formed police unit personnel, 1,579 international staff, 3,379 national staff, 620 United Nations Volunteers and 6 Government-provided personnel.

The total resource requirements for UNAMID for the financial period from 1 July 2010 to 30 June 2011 have been linked to the Operation's objective through a number of results-based-budgeting frameworks, organized according to components (peace process; security; rule of law, governance and human rights; humanitarian, recovery and development liaison; and support). The human resources of the Operation, in terms of number of personnel, have been attributed to the individual components, with the exception of executive direction and management, which can be attributed to the Operation as a whole.

The explanations of variances in resource levels, both human resources and financial resources, have been linked, where applicable, to specific outputs planned by the Operation.

Financial resources

(Thousands of United States dollars. Budget year is from 1 July 2010 to 30 June 2011.)

Category	*Expenditure (2008/09)*	*Apportionment (2009/10)*	*Cost estimates (2010/11)*	*Variance*	
				Amount	*Percentage*
Military and police personnel	586 616.9	739 434.5	789 793.1	50 358.6	6.8
Civilian personnel	189 928.0	241 615.5	362 874.9	121 259.4	50.2
Operational costs	714 734.3	617 892.2	746 699.2	128 807.0	20.8
Gross requirements	**1 491 279.2**	**1 598 942.2**	**1 899 367.2**	**300 425.0**	**18.8**
Staff assessment income	19 410.1	25 060.3	31 956.9	6 896.6	27.5
Net requirements	**1 471 869.1**	**1 573 881.9**	**1 867 410.3**	**293 528.4**	**18.6**
Voluntary contributions in kind (budgeted)	—	—	—	—	—
Total requirements	**1 491 279.2**	**1 598 942.2**	**1 899 367.2**	**300 425.0**	**18.8**

Human resources[a]

	Military observers	*Military contingents*	*United Nations police*	*Formed police units*	*International staff*	*National staff*[b]	*Temporary position*[c]	*United Nations Volunteers*	*Government-provided personnel*	*Total*
Executive direction and management										
Approved 2009/10	—	—	—	—	54	37	—	3	—	**94**
Proposed 2010/11	—	—	—	—	62	40	—	3	—	**105**
Components										
Peace process										
Approved 2009/10	—	—	—	—	154	168	24	20	—	**366**
Proposed 2010/11	—	—	—	—	152	165	24	20	—	**361**
Security										
Approved 2009/10	240	19 315	3 772	2 660	46	1 086	—	12	—	**27 131**
Proposed 2010/11	240	19 315	3 772	2 660	49	686	—	8	—	**26 730**
Rule of law, governance and human rights										
Approved 2009/10	—	—	—	—	113	175	—	44	6	**338**
Proposed 2010/11	—	—	—	—	110	152	—	44	6	**312**
Humanitarian, recovery and development liaison										
Approved 2009/10	—	—	—	—	28	26	—	—	—	**54**
Proposed 2010/11	—	—	—	—	29	23	—	12	—	**64**
Support[e]										
Approved 2009/10	—	—	—	—	1 129	1 931	14	482	—	**3 556**
Proposed 2010/11	—	—	—	—	1 153	2 299	14	533	—	**3 999**
Total										
Approved 2009/10	240	19 315	3 772	2 660	1 524	3 423	38	561	6	**31 539**
Proposed 2010/11	240	19 315	3 772	2 660	1 555	3 365	38	620	6	**31 571**
Net change	**—**	**—**	**—**	**—**	**31**	**(58)**	**—**	**59**	**—**	**32**

[a] Represents highest level of authorized/proposed strength.
[b] Includes National Officers and national General Service staff.
[c] Funded under general temporary assistance.
[d] 24 international staff and 14 national staff temporary positions.
[e] Includes one P-5 post (Senior Field Security Coordination Officer) funded through a cost-sharing arrangement with the United Nations country team.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

A. Overall

1. The mandate of the African Union-United Nations Hybrid Operation in Darfur (UNAMID) was established by the Security Council in its resolution 1769 (2007). The most recent extension of the mandate was authorized by the Council in its resolution 1881 (2009), by which the Council extended the mandate until 31 July 2010.

2. The Operation is mandated to help the Security Council to attain an overall objective, namely, a lasting political solution and sustained security in Darfur.

3. Within that overall objective, UNAMID will, during the budget period, contribute to a number of expected accomplishments by delivering related key outputs, shown in the frameworks set out below. The frameworks are organized according to components (peace process; security; rule of law, governance and human rights; humanitarian, recovery and development liaison; and support), which are derived from the mandate of the Operation.

4. The expected accomplishments would lead to the fulfilment of the Security Council's objective within the lifetime of the Operation, and the indicators of achievement show a measurement of the progress made towards such accomplishments during the budget period. The human resources of UNAMID, in terms of number of personnel, have been attributed to the individual components, with the exception of executive direction and management, which can be attributed to the Operation as a whole. Variances in the number of personnel compared with the 2009/10 budget, including reclassifications, have been explained under the respective components.

5. Unity of command and control and a single chain of command are enshrined in the Operation's reporting structure, whereby the Joint Special Representative of the Chairperson of the African Union Commission and of the Secretary-General of the United Nations has overall authority over UNAMID, oversees the implementation of its mandate and is responsible for the Operation's management and functioning.

6. The Joint Special Representative implements the strategic directives issued by the United Nations Under-Secretary-General for Peacekeeping Operations and the African Union Commissioner for Peace and Security and reports, through them, to the Secretary-General and the Chairperson of the African Union Commission, respectively. In accordance with the Abuja communiqué, the Force Commander and the Police Commissioner, both appointed by the African Union in consultation with the United Nations, report to the Joint Special Representative and exercise command and control over the military and police activities of the Hybrid Operation, respectively.

7. The Joint Mediation Support Team is supported by UNAMID. The Joint Chief Mediator, who is the head of the Team, reports to the Secretary-General through the Under-Secretary-General for Peacekeeping Operations and to the Chairperson of the African Union Commission through the Commissioner for Peace and Security. The Joint Chief Mediator maintains close liaison with the Joint Special Representative, the Special Representative of the Secretary-General for the Sudan and other relevant stakeholders. The Joint Chief Mediator is entrusted with the African Union/United

Nations-led political process and mediation efforts between the parties to the Darfur conflict, with a view to a lasting political solution to the conflict.

8. The overall management of the Operation is carried out on the basis of United Nations standards, principles and established practices. Backstopping and command and control structures for the Hybrid Operation are provided by the United Nations. The Joint Support and Coordination Mechanism, with a dedicated staff capacity, has been established in Addis Ababa and tasked with empowered liaison between the Department of Peacekeeping Operations of the United Nations Secretariat and the African Union Peace and Security Department on matters related to the deployment of UNAMID. All command and control structures and the main offices of the Operation are located in Darfur.

9. The Operation is organized in three sectors, covering the three Darfur States, with leadership and direction throughout the mission area provided from its headquarters in El Fasher. Three regional offices, in El Fasher (co-located with mission headquarters), Nyala and El Geneina, supervise and coordinate operations in Northern, Southern and Western Darfur, respectively. A regional sub-office in Zalingei, which reports to the El Geneina regional office, coordinates activities in the Zalingei subsector. The regional offices and the sub-office have a high degree of devolved day-to-day management responsibility within the policy framework developed jointly with the Operation's senior management team. This includes authority delegated to the heads of the regional offices and the Zalingei sub-office in administrative and financial matters in order to enhance the effectiveness and efficiency of the Operation in the context of a decentralized organizational structure. The heads of all the regional offices report directly to the Chief of Staff, while the head of the sub-office in Zalingei reports to the head of the regional office in El Geneina. The Operation also has established offices in key locations outside Darfur, including a Khartoum Liaison Office (co-located with the United Nations Mission in the Sudan (UNMIS)) and the Joint Support and Coordination Mechanism in Addis Ababa. Personnel from the military component maintain close liaison and coordination with the United Nations Mission in the Central African Republic and Chad (MINURCAT) and with UNMIS.

B. Planning assumptions and mission support initiatives

10. The mediation team will continue to expand consultations with Darfurian civil society in order to create a substantive foundation for the negotiations and to bolster the willingness of the parties to engage in the political process. UNAMID will continue to provide support to this initiative through extensive consultations with civil society, native administration, internally displaced persons, young people and women's groups.

11. UNAMID will continue to support efforts at the local level to establish effective mechanisms and institutions promoting reconciliation between communities. The Operation will also continue to focus on the protection of civilians, the facilitation of full humanitarian access and the voluntary and appropriate return of refugees and internally displaced persons to their homes.

12. Given the fact that UNAMID has already reached advanced stages of its military, police and civilian deployment, the priorities of the Operation will be reordered during the 2010/11 budget period. UNAMID will be more proactively

involved in supporting the peace process led by the Joint Chief Mediator, in order to facilitate negotiations and the implementation of an inclusive and comprehensive peace agreement for Darfur. The Operation's engagement in this process would be taken forward through greater engagement with the parties in conflict — the Government of the Sudan and the armed movements — as well as through the facilitation of greater engagement and involvement than hitherto on the port of civil society in the political process. While the parties in conflict are the key to any meaningful peace agreement, an agreement can be sustainable only if the people on the ground, in particular the victims of the Darfur crisis, assume full ownership of the agreement reached between the parties on substantive issues that are the root causes of the conflict. UNAMID will undertake these activities in collaboration with and in support of the Joint Chief Mediator in advancing the Darfur peace process. As soon as a peace agreement has been reached, the Operation will focus on assisting the parties in the implementation of the agreement, especially in monitoring progress related to the implementation of agreed mechanisms for enhancing the peace process, reconciliation, recovery and development in Darfur. It will also continue to use its good offices to encourage compliance by the parties with the peace agreement.

13. As a hybrid operation, UNAMID will continue to facilitate cooperation between the African Union and the United Nations on the issues related to the implementation of its mandate. As deployment issues become less of a priority, the Joint Support and Coordination Mechanism in Addis Ababa will focus more on the coordination and support of mandate implementation issues and deepen the current collaboration between the two institutions.

14. Subject to the challenges of strengthening its operational capability, as seen in past years, it is anticipated that UNAMID will have attained close to full operational capacity, in terms of military and police personnel deployment, by mid-2010. Within its capabilities, the Operation will build on the increased capacity to expand into previously inaccessible areas with a permanent and visible presence by undertaking more robust long-range and confidence-building patrolling so as to guarantee freedom of movement, ensure that security arrangements are in place for the protection of civilians and humanitarian convoys, and ensure timely, unhindered access for humanitarian and relief organizations to communities requiring assistance.

15. The Operation will ensure, in close cooperation with the Working Group of the Security Council on Children and Armed Conflict and the United Nations country team, the implementation of Security Council resolutions on children and armed conflict through the mainstreaming of child protection; capacity-building and training for peacekeepers and associated personnel regarding children's rights and child protection; extended national institutions and civil societies; and advocacy for the integration of children's concerns into the peace process and post-conflict recovery and reconstruction planning and programmes. In conformity with its mandate, the Operation will establish dialogue with the parties to the conflict with a view to a commitment to time-bound action plans to end the recruitment and use of child soldiers and other grave violations against children and establish, in collaboration with partners, in particular the United Nations Children's Fund (UNICEF), a Monitoring and Reporting Mechanism on violations perpetrated against children, in accordance with Security Council resolutions on children and armed conflict. The Operation will also follow up on the implementation of

recommendations on children in the Sudan issued by the Security Council on 21 November 2009 (see S/AC.51/2009/5), as well as on the implementation of the policy directive on child protection issued by the Department of Peacekeeping Operations in 2009.

16. The Operation will continue to contribute to the restoration of security in Darfur. It will continue to expand its community policing initiative and provide training to volunteers in camps for internally displaced persons with regard to gender-based violence, human rights, child protection and the principles of community policing. The UNAMID police component will continue its training programme with the Government of the Sudan and with police liaison officers appointed by the movements.

17. UNAMID has established a Staffing Review Committee, which has undertaken the first comprehensive review of the Operation's human resources staffing structure. The results of the review, together with any proposed changes, including new posts and reclassifications, are included in the proposed budget for UNAMID for the 2010/11 period.

18. During 2010/11, support activities will enter a maintenance phase, with key infrastructure, such as office and living accommodations, near completion. With the full deployment of military and civilian personnel, the Operation will continue to encounter specific challenges in the area of support, in terms of the arid environment, long logistics chains and lines of communications, and a large area of operations.

19. The short- and medium-term plans for construction projects were severely hindered by the logistical challenges, which were compounded by harsh conditions, poor infrastructure in Darfur, long land transport and supply lines from Port Sudan (2,250 kilometres) as well as long custom clearance processes there, and the fact that a limited number of local contractors were available. In addition, the prevailing phase IV security conditions caused delays in the movement of materials and core equipment at construction sites, and the placing of priority on work to enhance building security and defensive infrastructure resulted in delays in construction projects. By the end of 2009/10, under the multi-year construction plan, the Operation will have completed construction on 24 military camps, in accordance with the requirements of the short- and medium-term plans. The long-term plan, originally envisaged as being completed in 2009/10, will carry over into 2010/11 and 2011/12, as the targeted contracts could not be awarded by the end of 2008/09. The long-term plan calls for the upgrading of camps to United Nations standards, with hardened defence structures and hard-walled facilities, and the upgrading of the remaining four military camps will commence in 2010/11. At the 4 super-camp locations, 11 camps will be built for 5 military enabling units and 6 formed police units. Following a reassessment carried out by the police component, the number of planned community policing centres has been reduced from 83 to 70. Of the 70 centres, only 33 will have been constructed by the end of the 2009/10 period, and 24 out of the remaining 37 are planned to be completed by June 2011 through the use of in-house resources and local contractors. The remaining 13 will be completed during the 2011/12 period.

20. The construction of office accommodations in all sectors has commenced, and finishing and furnishing are expected to be completed in 2010/11. Asphalt roads in the four supercamps and gravel roads linking 15 team sites to major roads will

commence in 2009/10 and will continue in 2010/11. This will ensure that a majority of the camps are connected to major cities or townships, which will result in better road facilities and reduced maintenance on UNAMID vehicles. The construction of airport terminals, aprons and taxiways at Nyala and El Geneina airports is under way, with asphalt work being carried out at El Geneina airport and gravel works at Nyala. The asphalt pavement works for the airport at Nyala are expected to continue in 2010/11, while gravel works at El Fasher are planned for 2009/10. The Zalingei airport is scheduled for construction in 2011/12, as the acquisition of land for the construction of the new airport is under negotiation with relevant authorities. These multi-year airfield construction projects were delayed owing to difficulties encountered in identifying lands, obtaining governmental permits and preparing proper documents for tender processes. The construction of helipads for the safe landing of UNAMID aircraft in remote camps is currently under way and will continue in 2010/2011 and 2011/12.

21. Some of the projects, such as the construction of community policing centres, asphalt access roads to supercamps and helipads, have slipped beyond their expected completion dates and will continue into 2011/12, owing to a lack of necessary technical information as a result of capacity constraints in terms of engineering; land issues, which in some cases have remained unresolved after the awarding of contracts; and security constraints that have delayed the mobilization of contractors to the sites. The Operation will continue to rely on deployed enabling units for certain projects, and it is assumed that local contractors will be capable of completing construction work as planned.

22. The Operation will continue with a long-term rations contract until 27 April 2011. Improving upon the previous contract, under which food rations were delivered by air, the new contract focuses on carrying out deliveries primarily through the use of ground transportation means. The Operation has established a procedure for reviewing and authorizing vendor requests for air delivery, necessitated by changes in accessibility as a result of weather or security conditions. This active review process is expected to result in a further reduction in rations delivery costs as fewer deliveries are made by air transport.

23. Water scarcity will continue to be a major challenge for the Operation. Providing water to the full authorized strength of military, police and civilian personnel, in keeping with its deployment plan, will continue to pose resource and logistical challenges. Since the inception of the Operation, major efforts have been focused on maintaining existing water resources and constructing new ones to meet the increased demand, and those efforts will continue. In order to address the scarcity of water, the Operation will focus on the identification, development and monitoring of underground water sources; the proper utilization of existing water sources through the introduction of water conservation measures; and the enhancement and sustainment of existing and new water sources. The proper execution of this plan will depend on the acquisition of land required for the development of water resources, favourable weather and security conditions, and the full provision of the Operation's drilling capabilities. This will be supplemented by the temporary use of the well-drilling capabilities of troop-contributing countries to overcome current and short-term shortfalls.

24. Through the combined use of troop-contributing country and in-house resources and the procurement of three drilling rigs, the Operation expects to drill

59 boreholes. In addition, at strategic locations, the Operation will construct earth dams and *hafirs* and implement rainwater harvesting programmes, which will provide additional water sources for the Operation. For the disposal of solid and liquid waste, the Operation will procure 84 sewage treatment plants. The segregation of waste will be handled properly, and the Engineering Section plans to construct sanitary landfill sites for the disposal of wastes in 2010/11.

25. By the end of 2009/10, the Operation will be close to full deployment and will have reached its maximum potential environmental footprint, including greenhouse gas emission levels. The Operation will continue to implement the Environmental Policy for United Nations Field Missions, undertake initiatives such as the use of solar power instead of fossil fuels for power generation in order to reduce greenhouse gas emissions, and implement other environmental policies and programmes with the local community.

26. The Operation anticipates that the military and police contingents will continue to resupply and sustain themselves in the harsh conditions and desert environment so that they can fulfil their assigned roles and responsibilities in their designated area of operations.

27. The Operation will continue to provide for the convenient and accessible ground movement of UNAMID personnel and equipment throughout the Operation, subject to the prevailing security situation, by operating a sizable fleet of light, medium and heavy vehicles. The fleet will comprise the maximum number of vehicles available, evenly distributed throughout the four sectors and 33 team sites. They will be used for military and police patrolling and the transportation of staff and equipment between various locations within the mission area where the prevailing security situation permits. A daily shuttle service will operate seven days a week, transporting staff to and from work, together with a bus service transporting personnel inside the four supercamps. The Operation will enforce safe driving practices through the installation of a fleet monitoring system (CarLog) and the implementation of safe driving programmes, awareness campaigns and driver training.

28. Maintenance operations will be carried out in five main workshop facilities, located in El Fasher, Zam Zam, Zalingei, El Geneina and Nyala. In addition, each team site will have workshop capabilities for the maintenance and repair of vehicles. A mobile repair team in each sector will be on standby to deploy to remote locations and team sites for higher-level maintenance and technical repairs. A duty mechanic and a recovery team at each sector headquarters will be available for recovery operations.

29. In respect of the deployment of civilian personnel, the Operation will work to fill 85 per cent of civilian posts by June 2010. This includes posts at the P-5 level and above, in addition to section chief posts. While it is the Operation's goal to achieve the full deployment of civilian personnel, there are still challenges in recruiting highly qualified staff, owing to the harsh conditions, the isolation and the volatile security situation. As at January 2010, a total of 185 candidates had declined offers of appointment and 228 had separated from service in the Operation. This has resulted in an average turnover of nine staff members per month, which has made the process of finding replacements for personnel departing the Operation a constant one.

30. Throughout the sectors and team sites, outreach activities will be conducted to find and attract a wide and diverse group of candidates from various ethnic groups and communities, including women, within the Darfur region. The purpose of the activities is to inform the local population about employment opportunities and the employment application process, which will provide a credible roster of candidates from diverse backgrounds. This will generate shortlists for programme managers to expedite the filling of various national staff positions.

31. As the Operation reaches full deployment and all camp locations are constructed and occupied, the Operation will ensure that the necessary communications infrastructure and networking and voice services are in place for connectivity throughout the region. This will include the installation of secure UHF radio trunking system communications in El Fasher, El Geneina, Nyala and Zalingei. Internet services will be installed and maintained at all camps and community policing centres, and the construction of three major regional very small aperture terminal (VSAT) hubs to connect all respective regional team sites to the mission network and to international gateways will improve the efficiency and speed of applications and database services.

32. The Operation will construct a data centre in each of the four supercamps in El Fasher, Nyala, El Geneina and Zalingei, to run and maintain the communications and IT network. In addition, the Operation will continue to expand and support the disaster recovery and business continuity site in Entebbe, Uganda.

33. With respect to movement control operations, the Operation will carry out the tactical (in-theatre) movement of all formed military and police contingent personnel and equipment, as well as United Nations-owned equipment. The Operation will also facilitate the strategic movement of all formed military/police contingent personnel and equipment. Strategic airlift of military/police contingents will be arranged by United Nations Headquarters in coordination with the Operation and the regional Transportation and Movements Integrated Control Centre, Entebbe. Strategic airlift for the deployment, rotation and repatriation of contingents will be carried out from the home country to one of three airports, in El Fasher, Nyala or El Geneina. The onward movement of personnel or equipment from the airport of entry will be carried out through the use of UNAMID air or road transport assets, utilizing contingent assets, United Nations-owned assets or commercial assets.

34. The Operation will move personnel within the operations area utilizing United Nations air assets, using fixed-wing aircraft between the Operation's headquarters and the sector headquarters and rotary-wing aircraft between the sector headquarters and the military or police camps. Owing to the security situation, limited road movements will be carried out. Fixed-wing aircraft will be employed for the movement of personnel travelling outside the Operation, as regular flights to Khartoum are planned.

35. The primary means of transportation will continue to be by air for passengers between the sector headquarters, Khartoum, Addis Ababa and Entebbe, owing to long distances, poor road infrastructure and the security situation, while opportunities for the road transport of cargo on safe and secure supply routes will be maximized. The Operation lost the services of eight Mi-8MTV helicopters owing to the termination of a contract with a single carrier and will overcome the challenges of reduced air transport by realigning its assets to provide sufficient air mobility coverage with a fleet comprising 12 fixed-wing and 38 rotary-wing aircraft. The

Operation will also have dedicated tactical air and strike capability as a result of the already completed deployment of five tactical helicopters from Ethiopia to Nyala.

36. The movement of contingents or United Nations cargo to and from Darfur will generally be conducted by surface means, using Port Sudan as the only seaport of entry. From this location, cargo will be moved to their final destinations using United Nations-owned or locally contracted assets. Sensitive or attractive items such as communications equipment, ammunition, explosives and weapons will normally be transported by United Nations aircraft or, alternatively, by surface means (under escort) if the safety and security of the equipment are guaranteed. El Obeid and Entebbe will remain as logistics bases and transit points for some cargo shipped to Darfur.

37. The Operation will continue to establish and operate United Nations-owned and troop-contributing country medical facilities, maintain Operation-wide land and air medical evacuations, and strengthen the capacity of medical services to deal with current and emerging health threats. Medical care is now available at all levels, including a United Nations-owned level II hospital, and limited operational capacity exists for the in-mission land and air evacuation of personnel.

38. Full medical coverage is provided by two level II hospitals, in El Geneina and El Fasher, and a level III hospital in Nyala. Thus, all three sectors have level II medical coverage and UNAMID has an in-mission level III capability. Most level I clinics require upgrade across all three sectors. A lack of level I capability has had an adverse impact on the availability of forward medical teams. The Operation has concluded and signed a letter of agreement for out-of-mission medical services to Cairo, and negotiations on a memorandum of understanding for out-of-mission medical services to Dubai are in progress.

C. Regional mission cooperation

39. The Joint Special Representative will maintain communication with the heads of MINURCAT, UNMIS, the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC) and the United Nations Integrated Office in Burundi (BINUB) to ensure complementary efforts where appropriate.

40. A number of UNAMID activities are closely coordinated with UNMIS, in accordance with Security Council resolutions 1769 (2007) and 1590 (2005), by the latter of which the Council entrusted UNMIS with a mandate to resolve issues at the national level in the Sudan. Those activities include the assessment of the national political situation in relation to its impact on Darfur, United Nations security management, public information activities regarding subjects of mutual interest or endeavour, boundary demarcation in parts of Southern Darfur in accordance with the Comprehensive Peace Agreement, the conduct of the national referendum in 2011, support for the national disarmament, demobilization and reintegration programme, capacity-building and other activities involving police, the judiciary and corrections institutions, as well as human rights, child protection and gender activities.

41. Furthermore, UNAMID and UNMIS will continue to work jointly on common support issues in accordance with the memorandum of understanding signed by the two missions on 31 July 2008, setting out the modalities for the utilization of

common services. Such services include space allocation and shared facilities, security, air fleet management and aircraft utilization, joint movement control operations, property management, transport services, medical services and communications and information technology services.

42. In addition, regional support cooperation initiatives include the establishment of a tier 2 disaster recovery and business continuity plan in Entebbe for BINUB, MONUC, UNMIS, UNAMID and MINURCAT, to ensure the security of the data and the continuity of communications and information technology services of those missions in the event of a catastrophic situation and/or the evacuation of mission staff.

D. Partnerships and country team coordination

43. The Integrated Mission Task Force for Darfur remains the principal headquarters mechanism for the inter-agency coordination of the United Nations system with a view to strategic guidance, planning support and information exchange for UNAMID. The Task Force meets on a biweekly basis and is composed of representatives of all relevant entities, including the Department of Peacekeeping Operations, the Department of Field Support, the Department of Political Affairs, the Department of Safety and Security, the Office of the United Nations High Commissioner for Human Rights, as well as the Office for the Coordination of Humanitarian Affairs (OCHA) and the Development Operations Coordination Office on behalf of members of the Executive Committee on Humanitarian Affairs. The representation of the Department of Peacekeeping Operations and the Department of Field Support in the Integrated Mission Task Force is coordinated by the Sudan integrated operational team.

44. The Department of Peacekeeping Operations and the Department of Field Support coordinate regularly with the African Union (AU) through its Permanent Observer Office in New York. Information regarding the deployment of UNAMID and the conduct of the political process is routinely shared through that channel. The AU Permanent Observer, the Department of Peacekeeping Operations and the Department of Field Support also coordinate regularly in order to provide briefings to Governments contributing troops and police to UNAMID.

45. The two separate peacekeeping operations in the Sudan will continue to operate in accordance with their respective mandates: UNMIS, in support of the implementation of the Sudan's North-South Comprehensive Peace Agreement and the resolution of issues at the national level in the Sudan; and UNAMID, in support of the Darfur Peace Agreement and all subsequent supplementary agreements. In that context, each mission and its senior leadership have distinct substantive responsibilities and mutually reinforcing mandates. There is one Resident and Humanitarian Coordinator for the Sudan, who also serves as Deputy Special Representative of the Secretary-General in UNMIS.

46. The Resident and Humanitarian Coordinator is responsible for the planning and coordination of humanitarian, recovery and development operations. To that end, he or she maintains relations with the Government of the Sudan, other parties to the conflict, international organizations, non-governmental organizations and donors.

47. The Special Representative of the Secretary-General for the Sudan and head of UNMIS and the Resident and Humanitarian Coordinator consult regularly on strategies and policies related to humanitarian, recovery and development issues. The Special Representative, the Resident and Humanitarian Coordinator and the members of the United Nations country team will support and complement their respective mandates. The Joint Special Representative for UNAMID and the Resident and Humanitarian Coordinator will ensure strategic coherence on Darfur-related humanitarian and development matters with all partners in the Sudan.

48. A note of guidance elaborating on the relationship between the Joint Special Representative and the Resident and Humanitarian Coordinator is currently being finalized. The guidance seeks to ensure that the United Nations response to the crisis in Darfur is undertaken in a coherent, collaborative and mutually supportive manner. Building on existing United Nations policies and informed by the mandates of UNMIS and UNAMID, the note will clarify institutional relations and will be aimed at facilitating communication and coordination between UNAMID and the rest of the United Nations system in Darfur.

49. The UNMIS Deputy Special Representative of the Secretary-General and Resident and Humanitarian Coordinator is assisted by a Deputy based in Darfur (El Fasher). The position has dual reporting lines to the UNMIS Resident and Humanitarian Coordinator and the UNAMID Joint Special Representative. The Resident and Humanitarian Coordinator and the Deputy in Darfur will continue to serve as the principal interface between UNAMID and the United Nations country team, and will lead on issues of relief, recovery and development with the wider humanitarian community and United Nations Member States supporting relief, recovery and development work in Darfur.

50. The Deputy Resident and Humanitarian Coordinator for Darfur will continue to provide support to the Joint Special Representative and to UNAMID senior leadership. He will provide coherent Darfur-wide policy recommendations to the Joint Special Representative regarding humanitarian, early recovery/reconstruction and development issues. The Deputy Resident and Humanitarian Coordinator will engage the United Nations country team so that it carries out its mandated tasks and meets the relief and recovery needs of the population. This will be done in order to "Do no harm" and to consolidate opportunities for peace. These tasks will be reflected in the shared UNAMID-United Nations country team vision and strategic objectives as enshrined in the integrated strategic framework currently being developed. In the framework, in line with the Operation's mandate and strategic objectives, priority consideration will be given to, inter alia, UNAMID efforts to ensure the security and protection of civilians, on the one hand, and, in the case of the United Nations country team, relief and recovery, and, when appropriate political and security conditions exist, development. Furthermore, the Deputy Resident and Humanitarian Coordinator will, in consultation with UNAMID, recommend periodic adjustments in the joint planning process, mandate and structure. The Deputy Resident and Humanitarian Coordinator will closely coordinate all related activities with the Operation's Humanitarian Liaison Office, which will continue to maintain strong liaison and coordination among the Operation's components to ensure a focus on the security and protection of civilians, and ensure that the mission's military and police components are aware of and sensitive to the roles and responsibilities of United Nations agencies, funds and programmes and their partners.

E. Results-based-budgeting frameworks

51. In order to facilitate the presentation of proposed changes in human resources, six categories of possible action with respect to staffing have been identified. Definitions of terminology related to the six categories are set out in annex I.A of the present report.

Executive direction and management

52. Overall mission direction and management are provided by the Office of the Joint Special Representative of the Chairperson of the African Union Commission and the Secretary-General. The Office comprises the Office of the Chief of Staff, inclusive of the Planning Unit, the Office of Legal Affairs and the Joint Mission Analysis Centre. The Office of the Deputy Joint Special Representative is also included under executive direction and management, since outputs related to its responsibilities are reflected in more than one framework component.

Table 1
Human resources: executive direction and management

	International staff										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Joint Special Representative of the Chairperson of the African Union Commission and the Secretary-General											
Approved posts 2009/10	1	—	2	3	2	—	—	**8**	5	—	**13**
Proposed posts 2010/11	1	—	2	3	2	—	—	**8**	5	—	**13**
Net change	—	—	—	—	—	—	—	—	—	—	—
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	1	—	2	3	2	—	—	**8**	5	—	**13**
Proposed 2010/11	1	—	2	3	2	—	—	**8**	5	—	**13**
Net change	—	—	—	—	—	—	—	—	—	—	—
Office of the Chief of Staff (including Planning Unit)											
Approved posts 2009/10	—	4	4	8	5	—	—	**21**	23	3	**47**
Proposed posts 2010/11	—	4	4	8	5	—	—	**21**	23	3	**47**
Net change	—	—	—	—	—	—	—	—	—	—	—
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—

	International staff										
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	4	4	8	5	—	—	**21**	23	3	**47**
Proposed 2010/11	—	4	4	8	5	—	—	**21**	23	3	**47**
Net change	—	—	—	—	—	—	—	—	—	—	—
Office of Legal Affairs											
Approved posts 2009/10	—	1	3	3	1	—	—	**8**	3	—	**11**
Proposed posts 2010/11	—	1	3	3	1	—	—	**8**	3	—	**11**
Net change	—	—	—	—	—	—	—	—	—	—	—
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	1	3	3	1	—	—	**8**	3	—	**11**
Proposed 2010/11	—	1	3	3	1	—	—	**8**	3	—	**11**
Net change	—	—	—	—	—	—	—	—	—	—	—
Joint Operations Centre											
Approved 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed 2010/11	—	—	4	4	1	—	—	**9**	3	—	**12**
Net change	—	—	**4**	**4**	**1**	—	—	**9**	**3**	—	**12**
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed 2010/11	—	—	4	4	1	—	—	**9**	3	—	**12**
Net change	—	—	**4**	**4**	**1**	—	—	**9**	**3**	—	**12**
Joint Mission Analysis Centre											
Approved posts 2009/10	—	—	3	5	—	—	—	**8**	3	—	**11**
Proposed posts 2010/11	—	—	3	5	—	—	—	**8**	3	—	**11**
Net change	—	—	—	—	—	—	—	—	—	—	—
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—

	International staff										
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Subtotal											
Approved 2009/10	—	—	3	5	—	—	—	**8**	3	—	**11**
Proposed 2010/11	—	—	3	5	—	—	—	**8**	3	—	**11**
Net change	—	—	—	—	—	—	—	—	—	—	—
Office of the Deputy Joint Special Representative											
Approved posts 2009/10	1	—	3	2	3	—	—	**9**	3	—	**12**
Proposed posts 2010/11	1	—	3	2	2	—	—	**8**	3	—	**11**
Net change	—	—	—	—	**(1)**	—	—	**(1)**	—	—	**(1)**
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	1	—	3	2	3	—	—	**9**	3	—	**12**
Proposed 2010/11	1	—	3	2	2	—	—	**8**	3	—	**11**
Net change	—	—	—	—	**(1)**	—	—	**(1)**	—	—	**(1)**
Total											
Approved posts 2009/10	2	5	15	21	11	—	—	**54**	37	3	**94**
Proposed posts 2010/11	2	5	19	25	11	—	—	**62**	40	3	**105**
Net change	—	—	**4**	**4**	—	—	—	**8**	**3**	—	**11**
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Total											
Approved 2009/10	2	5	15	21	11	—	—	**54**	37	3	**94**
Proposed 2010/11	2	5	19	25	11	—	—	**62**	40	3	**105**
Net change	—	—	**4**	**4**	—	—	—	**8**	**3**	—	**11**

[a] Includes National Officers and national General Service staff.

[b] Funded under general temporary assistance.

International staff: net increase of 8 posts (establishment of 1 P-5, 3 P-4 and 2 P-2 posts, increase of 1 Field Service post through redeployment, increase of 1 P-3 and 1 P-2 post through reassignment, offset by decrease of 1 Field Service position through redeployment

National staff: net increase of 3 posts (redeployment of 3 national General Service posts)

Joint Operations Centre

International staff: net increase of 9 posts (establishment of 1 P-5, 3 P-4 and 2 P-2 posts, redeployment of 1 Field Service post from the Rule of Law Section, reassignment of 1 P-3 and 1 P-2, both from the Engineering Section)

National staff: net increase of 3 posts (redeployment of 3 national General Service posts from the Police Division)

53. The Joint Operations Centre has been proposed in accordance with the policy directive that all relevant missions should establish such a centre, as well as a Joint Mission Analysis Centre, to ensure that mission headquarters has an integrated operations monitoring and reporting capacity, providing Operation-wide situational awareness on a 24-hour basis.

54. The Joint Operations Centre is co-located with the Joint Mission Analysis Centre, reporting to the Joint Special Representative through the Chief of Staff. It is responsible for monitoring operational activities, collecting regular situational updates, collating and disseminating information of immediate operational interest, providing consolidated daily operational reports and providing a 24-hour communications link between the Joint Special Representative, senior management, the various Operation entities, regional headquarters and field offices, United Nations agencies, programmes and funds, neighbouring peacekeeping missions and United Nations Headquarters. It is the primary facility established to support the Operation's crisis management process by developing contingency plans and procedures for emergency situations.

55. Since its inception, the Joint Operations Centre in UNAMID has been operating with uniformed personnel representing the military and police components, together with a number of civilian staff posts borrowed from various offices in the Operation. It is now proposed that those posts be formally established through the creation of nine international posts (1 P-5, 3 P-4, 1 P-3, 3 P-2 and 1 Field Service) and three national General Service posts in order to maintain the 24-hour-a-day, 7-day-a-week operational presence required. The Chief of the Joint Operations Centre will supervise the overall operations of the Centre, and each international post will have an area of functional expertise (political developments, monitoring of the media, developments in the humanitarian situation, liaison with the Security Division) and will provide substantive feedback regarding the daily situation. An Administrative Assistant (Field Service) will support the field headquarters office, and three language assistants/drivers will support the three sector offices. The Centre will be fully integrated with the military, police and security components of the Operation and will also include military officers, police officers and a Security/Operations Officer from the Security and Safety Section.

56. At mission headquarters in El Fasher, the Joint Operations Centre will be headed by a Chief (P-5), supported by one Operations/Reporting Officer (P-3) and an Administrative Assistant (Field Service). The Chief will report to the Operation's Chief of Staff. The Chief will manage the Centre's relations with sector offices and with United Nations Headquarters, the processing and timely dissemination of operational reports, the organization of first response to emergencies, and direct operational information exchange with the DPKO Situation Centre in New York, as required. The Reporting Officer (P-3) will provide a backstop to the Chief.

57. The Joint Operations Centre will maintain its presence in all three sectors: Sector North (El Fasher), Sector South (Nyala) and Sector West (El Geneina). Each sector office will comprise a Sector Operations Officer (P-4) supported by an Associate Reporting Officer (P-2) and a Language Assistant/Driver (national General Service staff). Sector operations officers will be responsible for the day-to-day management of the Centre's relations within the sector office's area of operations and with UNAMID headquarters in El Fasher, the processing and timely dissemination of operational reports, the organization of first response to emergencies, and direct operational information exchange with the Joint Operations Centre in El Fasher. The Reporting Officer (P-2) will provide backstop to the Regional Operations Officer (P-4) in terms of report writing and follow-up.

Office of the Deputy Joint Special Representative

International staff: net decrease of 1 post (redeployment of 1 Field Service position to Regional Coordination Unit)

58. During the fiscal year 2010/11, the Deputy Joint Special Representative will continue to direct programmatic activities in the functional areas of civil affairs; rule of law, judicial system and prison advisory; human rights; disarmament, demobilization and reintegration; and communications and public information. Since all those sections have now been established in the Operation, demand for liaison and coordination functions in terms of programmes has significantly decreased. As a result of the detailed staffing review, it is recommended that one Administrative Assistant (Field Service) be redeployed to the Regional Coordination Unit. The post was not utilized, owing to the fact that the workload was split between a Personal Assistant (Field Service) and two Administrative Assistants (1 Field Service, 1 national General Service staff).

Component 1: peace process

59. The Operation's framework under the peace process component encompasses its activities to support the implementation of the Darfur Peace Agreement and subsequent agreements.

60. The African Union-United Nations Joint Chief Mediator for Darfur has intensified consultations with the relevant actors with a view to reaching a comprehensive peace agreement that is expected to include, among other provisions, the cessation of hostilities between the parties in Darfur by mid-2010. In that regard, the component will focus on supporting the Joint Mediation Support Team and other mediation efforts in pursuit of an approach aimed at achieving a comprehensive and sustainable peace in the Sudan. The component will also continue to: (a) sensitize and support the signatory parties to the Darfur Peace Agreement and other political actors and stakeholders in their efforts to implement the Agreement and subsequent subsidiary agreements and bring about a political solution to the conflict in Darfur; (b) develop and sustain high-level contacts with the movements and encourage their participation and involvement in the political process; (c) support the Joint Chief Mediator in his efforts to facilitate negotiations and agreement; and (d) support and enhance efforts to ensure that the interests and concerns of Darfur are taken into account in addressing national issues in the Sudan, particularly those relating to national elections, power and wealth-sharing and referendums. In that regard, the component will provide the required assistance and support to the activities of the

Darfur-Darfur Dialogue and Consultation to ensure inclusiveness and to address the root causes of the conflict. The component will also continue to support the functioning of the institutions established under the Darfur Peace Agreement, including the Transitional Darfur Regional Authority, and will assist in building the capacities of civil society organizations in Darfur.

61. There will be continued use of public information campaigns and information materials to actively support the Operation's strategic priorities for 2010/11, especially in relation to the cessation of hostilities, the disarmament, demobilization and reintegration process, the return of internally displaced persons, the security of civilians, power-sharing, rehabilitation and recovery and referendum/election issues.

Expected accomplishments	*Indicators of achievement*
1.1 Implementation of the power-sharing, wealth-sharing and national reconciliation aspects of the Darfur Peace Agreement and subsequent agreements and bringing about a political solution to the conflict in Darfur	1.1.1 The Darfur Peace Agreement and subsequent agreements are ratified by the National Legislature of the Sudan and incorporated into the Interim National Constitution
	1.1.2 Senior Assistant to the President exercises primary responsibility for assisting the President on all matters pertaining to Darfur
	1.1.3 Electoral act on the referendum on the permanent status of Darfur is promulgated by the National Legislature of the Sudan
	1.1.4 Appointment of the Adviser to the President from among Darfurians
	1.1.5 Completion of the tasks of the ad hoc technical team regarding the demarcation of the northern boundaries of Darfur along the positions as at 1 January 1956
	1.1.6 Integration of children's concerns into the peace process, peace agreements and the post-conflict reconstruction and recovery phases
	1.1.7 Normalization of relations between the Sudan and Chad

Outputs

- Advice to the parties to the conflict (the Government of the Sudan, signatory and non-signatory movements) and all other stakeholders through consultations on the mediation efforts to bring the parties back to the negotiating table with a view to reaching a comprehensive, sustainable and all-inclusive peace agreement
- Advice to the Transitional Darfur Regional Authority through monthly meetings on the establishment of a legal framework and the development of a concept of operations, as well as a plan for the conduct of local elections in Darfur and of the referendum on the permanent status of Darfur; the development and implementation of civic education strategies and programmes, including the promotion of electoral and civic rights in Darfur, and, in coordination with UNMIS, the voter registration and voting processes

- Convening of 12 high-level consultations with the parties to the conflict to facilitate the implementation of the Darfur Peace Agreement and subsequent agreements on critical issues, such as the disarmament of the Janjaweed and other combatants, the protection of civilians and humanitarian access, the establishment and consolidation of the institutions envisaged in the agreements, the conduct of local elections and the referendum on the permanent status of Darfur

- Monthly advice to the Government of the Sudan and the Transitional Darfur Regional Authority on strategic planning and advocacy regarding implementation issues, public administration, gender issues, decisions taken by the Regional Authority and clarification of the relationship between the Regional Authority and the State governments

- Organization of 18 meetings with the Transitional Darfur Regional Authority and the national and local legislatures on the implementation of the Darfur Peace Agreement, as well as with coordination mechanisms, such as the Darfur Assessment and Evaluation Commission, and their working groups

- Advice and assistance with a view to the establishment and functioning of the Joint Commission and the Darfur Security Arrangements Implementation Commission, including through monthly and emergency meetings

- Good offices for the engagement of international and regional partners in supporting the implementation of the Darfur Peace Agreement and subsequent agreements, including briefings to the international community and regional bodies on implementation priorities and challenges

- Advice and logistical support, including transportation and the organization of venues, to the Chairperson of the Darfur-Darfur Dialogue and Consultation for the convening of preparatory meetings of the Dialogue and Consultation with the Peace and Reconciliation Council as well as of the Dialogue and Consultation itself

- Four reports of the Secretary-General to the Security Council and of the Chairperson of the African Union Commission to the African Union Peace and Security Council

- Conduct of quarterly seminars with Darfurian and international stakeholder committees on the implementation of women-related provisions set out in the Darfur Peace Agreement and in subsequent agreements

- Conduct of quarterly seminars with the regional caucus of women in State governments on monitoring the implementation of women-related provisions set out in the Darfur Peace Agreement and in subsequent agreements

- Advice through quarterly round-table meetings among signatories on the status of the implementation of women-related provisions set out in the Darfur Peace Agreement and in subsequent agreements

- Public information campaign to highlight the work of UNAMID, including the conduct of quarterly seminars with women's organizations; 10 30-second television public service announcements; 10 major support news videos for international/local media; 2 15-minute television/video documentaries; 1 photo project showcasing the work of UNAMID on child protection issues; 15 posters; 12 monthly Arabic-language newsletters; 12 monthly English-language electronic newsletters; 4 quarterly thematic magazines in English and Arabic; community outreach activities involving theatre, drama, sport and music activities and the distribution of posters, leaflets, fliers and T-shirts, for a target audience of 1 million people throughout Darfur; dissemination of 2,000 handbooks/1,000 posters on human rights to civil society organizations, government officials, police stations, prisons and community-level organizations; 3 events in connection with Human Rights Day

- Weekly bulletins/press releases on the Darfur community response to the peace process, weekly website updates to disseminate information about the Operation's activities within the Darfur community, and monthly press briefings on the progress made in support of the negotiations aimed at a peace agreement
- 12 (monthly) interactive radio dialogue programmes and 1 radio drama serial production, exploring the different perspectives of stakeholders in the negotiations aimed at a peace agreement, and 50 15-minute radio reports on the work of the Operation's substantive sections
- 20 different public service announcements during the period of the elections/referendum, in support of civic/voter education
- Organization of bimonthly meetings with the relevant government institutions, armed groups and other stakeholders to measure progress and raise awareness regarding the Security Council's call to "all concerned parties to ensure that the protection, rights and well-being of children are integrated into the peace processes, peace agreements and the post-conflict recovery and reconstruction phases"

External factors

Readiness of the parties to the Darfur conflict to participate in the peace process. International and regional actors will support the implementation of the Darfur Peace Agreement and subsequent agreements and provide the political and financial assistance for the implementation processes. Continued willingness of the parties to the conflict to cooperate with UNAMID

Table 2
Human resources: component 1, peace process

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Political Affairs Division											
Approved posts 2009/10	—	1	10	9	1	—	—	**21**	16	—	**37**
Proposed posts 2010/11	—	1	10	9	1	—	—	**21**	16	—	**37**
Net change	—	—	—	—	—	—	—	—	—	—	—
Approved temporary positions[b] 2009/10	—	1	3	4	1	—	—	**9**	4	—	**13**
Proposed temporary positions[b] 2010/11	—	1	3	4	1	—	—	**9**	4	—	**13**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	2	13	13	2	—	—	**30**	20	—	**50**
Proposed 2010/11	—	2	13	13	2	—	—	**30**	20	—	**50**
Net change	—	—	—	—	—	—	—	—	—	—	—

Civilian staff	International staff								National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	General Service	Security Service	Subtotal			
Communication and Public Information Division											
Approved posts 2009/10	—	1	9	13	15	—	—	**38**	64	10	**112**
Proposed posts 2010/11	—	1	9	13	15	—	—	**38**	61	10	**109**
Net change	—	—	—	—	—	—	—	—	**(3)**	—	**(3)**
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary position[c] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	1	9	13	15	—	—	**38**	64	10	**112**
Proposed 20010/11	—	1	9	13	15	—	—	**38**	61	10	**109**
Net change	—	—	—	—	—	—	—	—	**(3)**	—	**(3)**
Civil Affairs Section											
Approved posts 2009/10	—	1	9	39	2	—	—	**51**	78	10	**139**
Proposed posts 2010/11	—	1	9	39	2	—	—	**51**	78	10	**139**
Net change	—	—	—	—	—	—	—	—	—	—	—
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary position[c] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	1	9	39	2	—	—	**51**	78	10	**139**
Proposed 2010/11	—	1	9	39	2	—	—	**51**	78	10	**139**
Net change	—	—	—	—	—	—	—	—	—	—	—
Joint Mediation Support Team											
Approved posts 2009/10	—	—	—	1	3	—	—	**4**	—	—	**4**
Proposed posts 2010/11	—	—	—	1	3	—	—	**4**	—	—	**4**
Net change	—	—	—	—	—	—	—	—	—	—	—

Civilian staff	International staff										
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Approved temporary positions[b] 2009/10	2	3	3	3	—	—	—	**11**	—	—	**11**
Proposed temporary position[b] 2010/11	2	3	3	3	—	—	—	**11**	—	—	**11**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	2	3	3	4	3	—	—	**15**	—	—	**15**
Proposed 2010/11	2	3	3	4	3	—	—	**15**	—	—	**15**
Net change	—	—	—	—	—	—	—	—	—	—	—
Joint Support and Coordination Mechanism											
Approved 2009/10	—	2	8	7	3	—	—	**20**	2	—	**22**
Proposed 2010/11	—	2	7	7	3	—	—	**19**	2	—	**21**
Net change	—	—	**(1)**	—	—	—	—	**(1)**	—	—	**(1)**
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved posts 2009/10	—	2	8	7	3	—	—	**20**	2	—	**22**
Proposed posts 2010/11	—	2	7	7	3	—	—	**19**	2	—	**21**
Net change	—	—	**(1)**	—	—	—	—	**(1)**	—	—	**(1)**
Khartoum Liaison Office											
Approved posts 2009/10	—	1	8	8	3	—	—	**20**	8	—	**28**
Proposed posts 2010/11	—	1	7	8	3	—	—	**19**	8	—	**27**
Net change	—	—	**(1)**	—	—	—	—	**(1)**	—	—	**(1)**
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 20010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—

Civilian staff	International staff: USG/ASG	D-2/D-1	P-5/P-4	P-3/P-2	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Subtotal											
Approved 2009/10	—	1	8	8	3	—	—	**20**	8	—	**28**
Proposed 2010/11	—	1	7	8	3	—	—	**19**	8	—	**27**
Net change	—	—	**(1)**	—	—	—	—	**(1)**	—	—	**(1)**
Subtotal, civilian staff											
Approved posts 2009/10	—	6	44	77	27	—	—	**154**	168	20	**342**
Proposed posts 2010/11	—	6	42	77	27	—	—	**152**	165	20	**337**
Net change	—	—	**(2)**	—	—	—	—	**(2)**	**(3)**	—	**(5)**
Approved temporary positions[b] 2009/10	2	4	6	7	1	—	—	**20**	4	—	**24**
Proposed temporary positions[b] 2009/10	2	4	6	7	1	—	—	**20**	4	—	**24**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	2	10	50	84	28	—	—	**174**	172	20	**366**
Proposed 2010/11	2	10	48	84	28	—	—	**172**	169	20	**361**
Net change	—	—	**(2)**	—	—	—	—	**(2)**	**(3)**	—	**(5)**

[a] Includes National Officers and national General Service staff.

[b] Funded under general temporary assistance.

International staff: net decrease of 2 posts (reassignment of 2 P-5 posts)

National staff: net decrease of 3 posts (abolition of 6 national General Service staff posts and establishment of 3 National Officer posts)

Communications and Public Information Division

International staff: net change of zero (redeployment of one P-4 post from Sector West to mission headquarters)

National staff: decrease of 3 posts (abolition of 6 national General Service staff posts and establishment of 3 National Officer posts)

62. The Communications and Public Information Division is tasked with informing and educating the public through policy advocacy, raising public awareness and influencing perceptions with a view to bringing about positive behavioral changes among UNAMID stakeholders. The Division relies strongly on easy access to the public through its national and international staff, their capacity to communicate with understanding and empathy, and their knowledge of the history and the culture of the region, as they interact and apply initiative and skills that go beyond technical or linguistic ability.

63. It is proposed that one Public Information Officer (P-4), Outreach Unit, Sector West (El Geneina), be redeployed as a Public Information Officer (P-4), Outreach Unit, at mission headquarters in El Fasher. The incumbent will support operations through alternative avenues of communication to radio broadcasting media and will be more aggressive with video, publications and media relations actions. In addition, the Outreach Unit will employ channels of communication traditional in the community, such as drama, theatre, pictures, posters and face-to-face visits/dialogue.

64. Given the current security situation, which constitutes an impediment driving long distances and after daylight hours, six Driver (national General Service staff) positions have been abolished: one from the Radio Unit-mission headquarters (El Fasher), two from the Web and Graphic Design Unit-mission headquarters (El Fasher), two from the Radio Uni-Sector North (El Fasher) and one from the Radio Unit-Sector West (El Geneina).

65. As the Communications and Public Information Division moves towards more community-driven activities, it sees the need for additional national officers to facilitate dialogue and raise the profile of UNAMID among local and government authorities. Three Public Information Officer (National Officer) posts are therefore proposed to facilitate smooth negotiations with local authorities for the necessary clearances prior to the organization and coordination of the Division's local outreach events. The posts will also assist the Division in building the capacities of its national partners by encouraging stronger performance and will serve as career incentives for existing staff. The new national officers will be fluent in both Arabic and English in order to bridge any communication gaps between national and international staff, while improving the quality and accelerating the development of the Division's communication outputs produced in the local language. They will also assist in work involving cultural and gender-sensitive issues with regard to which international staff may sometimes face difficulty in terms of access or understanding, and they will facilitate video/photo coverage, particularly in the sectors.

66. It is proposed that one Public Information Officer post be established at mission headquarters (El Fasher), responsible for coordinating and managing the development, production and dissemination of communications outputs/services, with minimal supervision, and serving as Research Assistant to the Director. Specific duties will include: organizing the publication and distribution of the UNAMID newsletter, including writing articles as necessary; developing and maintaining contacts with the media and other organizations; arranging press conferences, briefings and other events; preparing reports and briefs on specific topics; and conducting research in communications and public information activities related to the Operation's mandate for Darfur.

67. It is proposed that one Public Information Officer-Photo/Video post be established at mission headquarters (El Fasher), responsible for coordinating and managing the development, production and dissemination of communications outputs/services related to the Photo/Video Unit.

68. It is proposed that one Public Information Officer-Outreach post be established at mission headquarters (El Fasher), responsible for coordinating and managing the development, production and dissemination of communications outputs/services by

strengthening the existing Outreach Unit and providing support for interaction with local counterparts in the dissemination of information.

Joint Support and Coordination Mechanism

International staff: decrease of one post (redeployment of 1 P-4 post from Joint Support and Coordination Mechanism office, Addis Ababa, to Khartoum Liaison Office)

69. It is proposed that one Police Liaison Officer (P-4) post currently budgeted for the Joint Support and Coordination Mechanism office in Addis Ababa be redeployed to the Khartoum Liaison Office to replace the Chief Police Liaison Officer (P-5) post. It is proposed that the Chief Police Liaison Officer (P-5) post, currently budgeted for the Khartoum Liaison Office, be redeployed to mission headquarters in El Fasher as the Police Chief of Staff (P-5) post.

Khartoum Liaison Office

International staff: net decrease of 1 post (reassignment of 2 P-5 posts (to Police Division and Mission Support Division) and redeployment of 1 P-4 post from Addis Ababa)

70. Two changes to the overall staffing structure of the Khartoum Liaison Office have been proposed. Since most of the military and police deployment will be completed during the 2009/10 period, it is proposed that the post of Chief Military Liaison Officer (P-5) be reassigned as a Senior Administrative Officer (P-5) to Sector South (Nyala) and that the Chief Police Liaison Officer (P-5) be reassigned from the Khartoum Liaison Office as Police Chief of Staff (P-5) at mission headquarters in El Fasher.

71. It is further proposed that one Police Liaison Officer (P-4) be redeployed from the Joint Support and Coordination Mechanism office in Addis Ababa to carry out the functions of Chief Police Liaison Officer. He will be responsible for ensuring that all coordination matters are addressed in a timely manner with relevant government authorities in Khartoum.

Component 2: security

72. The framework for the security component reflects the Operation's tasks related to re-establishing confidence; deterring violence, including gender-based violence; protecting civilians at risk; and assisting in monitoring and verifying the implementation of the redeployment and disengagement provisions of the Darfur Peace Agreement and any subsequent agreements. It also reflects support for national and local institutions in the implementation of the disarmament, demobilization and reintegration programme called for in the Darfur Peace Agreement. Furthermore, the component contributes to the restoration of the security conditions necessary for the safe provision of humanitarian assistance and for the facilitation of full humanitarian access throughout Darfur, and to the monitoring and verification of compliance with the various ceasefire agreements signed since 2004.

73. It is projected that UNAMID will be fully deployed in terms of its authorized strengths of uniformed personnel during 2010/11. The Operation will therefore be deployed in accordance with its joint military and police concepts of operation. The

increased capabilities will result in further expansion in its area coverage and robust patrolling. Subject to any adverse changes in the prevailing security situation, the component's objective and priority — to guarantee a secure and stable environment throughout the areas of operation for the safe conduct of UNAMID-mandated and humanitarian personnel — remains unchanged. The military component will maintain close liaison with UNMIS and MINURCAT, especially monitoring and reporting on the security situation along the borders with Chad and the Central African Republic, as well as verifying and promoting the disarmament of the Janjaweed and other armed groups in support of the disarmament, demobilization and reintegration programme. The component will also provide the necessary support to the parties to the Darfur Peace Agreement and subsequent agreements to reform selected security institutions so as to improve their capacities, effectiveness and professionalism. The main effort of the UNAMID police will be aimed at strengthening the links established between the internally displaced persons community, the Government of the Sudan and the movements' police personnel to ensure that camps for the internally displaced function as protected civilian communities. More than 70 per cent of the authorized number of individual police officers will be deployed to establish community policing centres in the camps in order to conduct visible security patrols 24 hours a day, 7 days a week. The police component will also embark on capacity-building and targeted training for police of the Government of the Sudan and police personnel of signatories to the Agreement, as well as for volunteers in the camps.

74. In anticipation of the conclusion of a framework agreement as a result of the joint mediation efforts, the Disarmament, Demobilization and Reintegration Section will continue to actively participate, in collaboration with the Disarmament, Demobilization and Reintegration Section of the Department of Peacekeeping Operations, the United Nations Development Programme (UNDP), UNICEF, the relevant UNAMID components, and other partners in the process, in preparations aimed at accelerating efforts to arrive at a standard response to the cases of spontaneous disarmament that have occasionally presented themselves to UNAMID. In addition, efforts will intensify with a view to collecting information and acquiring knowledge about the various armed movements in Darfur in order to be better prepared to assist the parties in the implementation of a future disarmament, demobilization and reintegration programme.

Expected accomplishments	*Indicators of achievement*
2.1 Stable and secure environment in Darfur	2.1.1 Zero serious violations of the Darfur Peace Agreement and subsequent agreements (2008/09: 0; 2009/10: 0; 2010/11: 0)
	2.1.2 Higher percentage of refugees and internally displaced persons who return voluntarily and in safety to their places of origin as per agreements with the United Nations system (2009/10: 50 per cent of 1,250,000; 2010/11: 60 per cent of total number of refugees and internally displaced persons)

2.1.3 Sudan-Chad cross-border tensions reduced

2.1.4 Reduction in number of civilian casualties resulting from unexploded ordnance accidents (2008/09: 15; 2009/10: 30; 2010/11: 10)

2.1.5 All conflict-affected populations in Darfur have full access to humanitarian assistance

Outputs

- Chairing of weekly meetings of the Ceasefire Commission, including at the sector level, to discuss issues related to violations of the Darfur Peace Agreement and subsequent agreements, the redeployment of forces and security arrangements and the disarmament of former combatants, with priority placed on women, children and the disabled; to resolve disputes between the parties; and to identify matters to be reported to the Joint Commission
- Chairing of weekly meetings of the sub-Ceasefire Commission in the three sectors to discuss issues related to violations of the Darfur Peace Agreement and subsequent agreements, the redeployment of forces and security arrangements and the disarmament of former combatants; to resolve disputes between the parties; and to identify matters to be reported to the Commission
- Secretarial and logistical support for the Ceasefire Commission in the conduct of verification, investigation, mediation and negotiation activities, in collaboration with the parties to the conflict, as a further confidence-building measure to keep the peace process on course
- Provision of security services throughout the mission area, as required, to the United Nations country team and to international and national non-governmental and humanitarian organizations, as well as to organizations associated with reconstruction and development processes, including protection, security briefings and evacuation support
- 219,000 troop days provided by 4 company-size force/sector reserves throughout the mission area (150 troops per company for 4 companies for 365 days)
- 26,280 troop days provided by headquarters company to provide static security to Operation headquarters and escort to senior management and VIP visitors (36 troops per team for 2 teams for 365 days)
- 58,400 military observer mobile patrol days to monitor, verify and report ceasefire violations, the activities and location of forces engaged in Darfur and their compliance with the commitments agreed to in the comprehensive ceasefire and security arrangements, and assist in building confidence as part of the sub-Ceasefire Commission (2 military observers per patrol for 2 patrols for each of 40 team sites for 365 days)
- 1,051,200 troop mobile and foot patrol days to monitor and verify the position, strength and movement of all forces engaged in the Darfur conflict to ensure the security of observers and to report to the Ceasefire Commission and the Tripoli mechanism (72 troops per patrol for 1 patrol each of 40 team sites for 365 days)
- 1,051,200 troop mobile and foot patrol days to identify nomadic migration routes and ensure the safety of migration along such routes by securing fixed/mobile checkpoints, to establish and patrol demilitarized zones along humanitarian supply routes, and to establish and patrol areas of separation and buffer zones between forces in areas of intense conflict (72 troops per patrol for 1 patrol each of 40 team sites for 365 days)
- 1,051,200 troop mobile days to provide the training-oriented quick-reaction force capability for any unpredictable incidents (72 troops per each of 40 team sites for 365 days)

- 525,600 troop days to secure fixed/mobile checkpoints and roadblocks along main supply routes (36 troops per team site for 40 team sites for 365 days)
- 29,200 troop days at temporary operating bases to secure areas for specific operational activity (logistics/distribution points and centres, weapons collection and storage points) (20 troops per centre for 4 centres for 365 days)
- 1,051,200 troop days to provide static security and logistic support at team sites (72 troops each, for 40 team sites, for 365 days)
- 8,640 air utility support hours to provide medium lift capability and to provide casualty and medical evacuation functions and day/night observation capability (total of 3 wings, each wing has 6 helicopters, 40 hours/helicopter/month for 12 months); this capability must be replaced by civilian assets
- 2,880 air reconnaissance hours to conduct long-range reconnaissance and surveillance flights throughout the Darfur region to facilitate greater situational awareness and to gain information about possible cross-border movements along the borders of the Sudan with Chad and the Central African Republic (3 reconnaissance aircraft, 80 hours/aircraft/month for 12 months)
- 2,400 helicopter hours for air tactical support to provide highly mobile rapid protection in high-risk areas or where ground accessibility is limited and to support other civilian and military transport helicopters and ground convoys, and for patrolling, reconnaissance and provision of close air support (5 tactical helicopters, 40 hours/helicopter/month for 12 months)
- 31,025 troop days for close liaison with national and local authorities, other parties and local communities to resolve issues of conflict (85 liaison officers for 365 days)
- 32,850 troop days for a joint assessment, with representatives of the Darfur Security Arrangements Implementation Commission, subsidiary bodies and the forces engaged in the conflict in Darfur, of potential disarmament and demobilization sites with regard to feasibility and security (90 troops for 365 days, with 30 troops per sector, across 3 sectors)
- Chairing the Logistics Coordination Committee for the supervision and coordination of logistics support for the movement forces and reporting to the Ceasefire Commission
- 164,250 troop days for monitoring the assembly of combatants, securing disarmament and demobilization sites, supporting the disarmament of the movements and weapons storage, and the destruction of weapons and ammunition (450 troops for 365 days, with 30 troops per location, across 5 locations for each of 3 sectors)
- 13,140 troop days for assistance in and verification of the disarmament of all armed militia, and monitoring and verification of the redeployment of long-range weapons (36 troops for 365 days)
- 10,950 troop days for non-military logistics support for the movements, including the provision of escorts for supply convoys moving from depots to distribution points and centres, in accordance with the recommendations of the Ceasefire Commission and coordinated by the Logistics Coordination Committee (30 troops for 365 days)
- 105,120 formed-police operational days to provide reserve support to United Nations police operating throughout Darfur (96 personnel per formed police unit for 3 units for an average of 365 days)
- 560,640 formed-police operational days to support individual police officers' patrols, including joint patrols (96 personnel per formed police unit for 16 units for 365 days)

- 689,850 police operational days in camps for internally displaced persons (9 UNAMID police personnel per shift for 3 shifts per community policing centre for 70 centres for 365 days)
- 153,300 joint patrol person days including training and capacity-building with Government of the Sudan local police, movement police liaison officers and community policing volunteers (2 United Nations police per patrol, for 3 patrols per day at 70 community policing centres for 365 days)
- Assistance to Government of the Sudan/movement police in establishing community policing through the selection and training of 1,620 community policing volunteers in camps for internally displaced persons, including standardized policies and guidelines for selection and training (45 volunteers per course for 12 courses on community policing and human rights in each of the 3 sectors)
- 2,400 long-range patrols for security assessment and the determination of territories of operations (10 UNAMID police officers per patrol, for 2 patrols per week, for an average of 40 weeks per sector for 3 sectors)

Expected accomplishments	*Indicators of achievement*
2.2 Disarmament, demobilization and reintegration of ex-combatants in Darfur	2.2.1 Adoption of a disarmament, demobilization and reintegration plan for Darfur by designated Sudanese authorities
	2.2.2 Increase in the total number of armed ex-combatants in Darfur, including women and children, disarmed and demobilized (2008/09: 0; 2009/10: 4,700, 2010/11: 5,000)

Outputs

- Policy and operational advice provided through monthly meetings to the Darfur Security Arrangements Implementation Commission, the North Sudan Disarmament, Demobilization and Reintegration Commission and relevant authorities designated by subsequent peace agreements, in collaboration with the United Nations country team, on the development and implementation of a disarmament, demobilization and reintegration plan for Darfur, including a policy on eligibility criteria for participation and the number of participants in the disarmament, demobilization and reintegration process
- Advice and support for State offices of the Darfur Security Arrangements Implementation Commission, the North Sudan Disarmament, Demobilization and Reintegration Commission and relevant authorities designated by subsequent peace agreements and subsidiary bodies, through monthly coordination meetings on the planning and provision of logistics for the implementation of a Darfur disarmament, demobilization and reintegration programme
- Advice provided through quarterly meetings to the relevant national and/or Darfurian institution(s) with a view to the implementation of civilian and community arms control initiatives
- Support for the disarmament, demobilization and reintegration of 5,000 armed movement combatants, including through the provision of related services such as medical screening, profiling and counselling, training and transitional safety allowance
- Support for the release of children associated with the armed movements, through the provision of logistics support to the Darfur Security Arrangements Implementation Commission and relevant authorities designated by subsequent peace agreements, in cooperation with UNICEF, in the identification, verification, release, family tracing and reunification, as well as reinsertion, of children

- Conduct of 3 assessment workshops with families and communities directly affected by disarmament, demobilization and reintegration interventions, focusing on gender issues related to reintegration
- Conduct of 3 workshops for Darfurian civil society organizations to raise public awareness regarding disarmament, demobilization and reintegration and gender issues and the need to assist the families of returning ex-combatants
- Conduct of 3 workshops for Darfurian women and young girls associated with armed movements, in the areas of skills enhancement and the design of income-generation, psychosocial counselling and reconciliation programmes

External factors

Troop-contributing countries will provide the necessary military capabilities approved by the Security Council and the African Union Peace and Security Council; regional Governments will cooperate in maintaining the integrity of the borders of the Sudan; and the parties to the Darfur Peace Agreement and subsequent agreements will continue to cooperate with UNAMID in the implementation of its military concept of operations. Police-contributing countries will provide police officers and formed police units trained and equipped to United Nations standards, and the parties to the Darfur Peace Agreement and subsequent complementary agreements will cooperate with the implementation of the police tasks. Donors will provide equipment, as required, for the formed police units

Table 3
Human resources: component 2, security

Category	*Total*
I. Military observers	
Approved 2009/10	**240**
Proposed 2010/11	**240**
Net change	—
II. Military contingents	
Approved 2009/10	**19 315**
Proposed 2010/11	**19 315**
Net change	—
III. United Nations police	
Approved 2009/10	**3 772**
Proposed 2010/11	**3 772**
Net change	—
IV. Formed police units	
Approved 2009/10	**2 660**
Proposed 2010/11	**2 660**
Net change	—

V. Civilian staff	International staff								National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	General Service	Security Service	Subtotal			
Office of the Force Commander											
Approved posts 2009/10	1	1	—	—	2	—	—	**4**	4	—	**8**
Proposed posts 2010/11	1	1	—	—	2	—	—	**4**	4	—	**8**
Net change	—	—	—	—	—	—	—	—	—	—	—
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	1	1	—	—	2	—	—	**4**	4	—	**8**
Proposed 2010/11	1	1	—	—	2	—	—	**4**	4	—	**8**
Net change	—	—	—	—	—	—	—	—	—	—	—
Civilian Police Division											
Approved posts 2009/10	—	3	13	4	2	—	—	**22**	1 065	—	**1 087**
Proposed posts 2010/11	—	3	14	4	2	—	—	**21**	669	—	**692**
Net change	—	—	**1**	—	—	—	—	**1**	**(396)**	—	**(395)**
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	3	13	4	2	—	—	**22**	1 065	—	**1 087**
Proposed 2010/11	—	3	14	4	2	—	—	**21**	669	—	**692**
Net change	—	—	**1**	—	—	—	—	**1**	**(396)**	—	**(395)**
Disarmament, Demobilization and Reintegration Section											
Approved posts 2009/10	—	—	2	17	1	—	—	**20**	17	12	**49**
Proposed posts 2010/11	—	1	3	17	1	—	—	**22**	13	8	**43**
Net change	—	**1**	**1**	—	—	—	—	**2**	**(4)**	**(4)**	**(6)**

V. Civilian staff	International staff								National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	General Service	Security Service	Subtotal			
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	—	2	17	1	—	—	**20**	17	12	**49**
Proposed 2010/11	—	1	3	17	1	—	—	**22**	13	8	**43**
Net change	—	**1**	**1**	—	—	—	—	**2**	**(4)**	**(4)**	**(6)**
Subtotal, civilian staff											
Approved posts 2009/10	1	4	15	21	5	—	—	**46**	1 086	12	**1 144**
Proposed posts 2010/11	1	5	17	21	5	—	—	**49**	686	8	**743**
Net change	—	**1**	**2**	—	—	—	—	**3**	**(400)**	**(4)**	**(401)**
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	1	4	15	21	5	—	—	**46**	1 086	12	**1 144**
Proposed 2010/11	1	5	17	21	5	—	—	**49**	686	8	**743**
Net change	—	**1**	**2**	—	—	—	—	**3**	**(400)**	**(4)**	**(401)**
Total (I-V)											
Approved 2009/10											**27 131**
Proposed 2010/11											**26 730**
Net change											**(401)**

[a] Includes National Officers and national General Service staff.

[b] Funded under general temporary assistance.

International staff: net increase of 3 posts (1 P-5 post reassigned from Khartoum Liaison Office and 2 new posts established at D-1 and P-5 levels)

National staff: net decrease of 400 posts (creation of 4 National Officer posts, reassignment of 305 national General Service staff posts, redeployment of 3 national General Service staff posts, abolition of 96 national General Service staff posts)

United Nations Volunteers: decrease of 4 posts (abolition of 4 disarmament, demobilization and reintegration officers)

Police Division

International staff: increase of 1 post (1 P-5 post reassigned from Khartoum Liaison Office)

National staff: net decrease of 396 posts (reassignment of 305 national General Service staff posts, redeployment of 3 national General Service staff posts, abolition of 88 national General Service staff posts)

75. A new post of Police Chief of Staff (P-5) has been proposed, through the reassignment of the Chief Police Liaison Officer (P-5) currently budgeted for the Khartoum Liaison Office to mission headquarters in El Fasher. The functions of the Chief Police Liaison Officer (P-5) will now be performed by a Police Liaison Officer (P-4) to be redeployed from the Joint Support and Coordination Mechanism office in Addis Ababa.

76. The Police Chief of Staff (P-5) will ensure the integrated management of the Police Division and its two components, comprising 3,772 United Nations police and 2,260 in formed police units, deployed in the mission area, requiring strong management experience for the coordination of activities at the level of senior management. Currently, those functions are performed by United Nations police, with support provided by other budgeted positions. However, in view of the wide geographical coverage, spanning four supercamp locations, 31 team sites and 70 community policing centres, an accountability gap has been identified that can be filled only if the position is reclassified to a higher level.

77. Given the size and the complexity of the Operation's activities and its area of operation, effective integrated management of substantive and support elements will be critical. The Chief of Staff (police component) will coordinate and oversee the preparation and monitor the delivery of the concept of operations and implementation plan for the UNAMID Police Division. In addition, the Chief of Staff will be responsible for the effective management of police headquarters and regional offices, as well as for coordination between United Nations police and formed police units deployed in the Operation. The Chief of Staff will serve as a backstop to the Police Commissioner (D-2) by overseeing seven administrative sections within police headquarters: the human resources unit, the personnel unit, the rotation unit, the logistics unit, the central database unit, the Joint Logistics Operations Centre liaison officers and the transport unit. The Chief of Staff will provide consistency in coordinating and collaborating with other components of the Operation, particularly the Mission Support Division, to provide logistical support for UNAMID police activities.

78. The staffing proposal includes the abolition of 45 Administrative Assistant (national General Service staff) posts; the redeployment of 3 Language Assistant (national General Service staff) posts to the Joint Operations Centre; and the reassignment (305) and abolition (43) of 348 Language Assistant (national General Service staff) posts from the community policing centres as a result of revised requirements for support for United Nations police as a result of the expected deployment of more Arabic-speaking police officers than originally envisaged. UNAMID will be operating 33 community policing centres — whose number will increase to 54 by the end of 2010/11 — and servicing 108 camps for internally displaced persons during the 2010/11 period. The Operation's police personnel and Language Assistant posts will be distributed among the centres on the basis of the

size of the camps. As the Operation reaches full deployment in terms of police personnel, a further review of the staffing requirements will be undertaken and reflected in the budget proposal for the 2011/12 period.

Disarmament, Demobilization and Reintegration Section

International staff: increase of 2 posts (establishment of 1 D-1 post and 1 P-4 post)

National staff: net decrease of 4 posts (establishment of 4 National Officer posts, abolition of 8 national General Service staff posts)

United Nations Volunteers: decrease of 4 posts (abolition of 4 International United Nations Volunteer posts)

79. Under the guidance of the Deputy Joint Special Representative, the Disarmament, Demobilization and Reintegration Section will provide technical support to assist the Government of the Sudan in designing, implementing and monitoring a disarmament, demobilization and reintegration programme for Darfur. In doing so, UNAMID will work closely with United Nations agencies, funds and programmes, donors, non-governmental organizations and other partners that would be responsible for funding and implementing the integration phase of the programme. With regard to the further course of the peace process in Darfur, the timely addressing of disarmament, demobilization and reintegration will be of key importance, given its interlinkage with the political, humanitarian, security, justice and reconciliation, and socio-economic dimensions in a country-specific context. The planning and implementation of disarmament, demobilization and reintegration will be defined by the various stages of the peace process in Darfur and may also relate to other parts of the security sector, such as military restructuring and police reform, and by how reintegration is linked to a broader recovery strategy. The Disarmament, Demobilization and Reintegration Section will ensure the planning, implementation and coordination of the programme across Darfur. Further activities carried out by the Section will include the design and implementation of capacity-building and community awareness-raising programmes.

80. It is proposed that the post of Chief of the Disarmament, Demobilization and Reintegration Section be established at the D-1 level, given the complexity of the Darfurian environment in which a disarmament, demobilization and reintegration programme is to be designed. While a comprehensive and all-inclusive peace agreement should be the foundation for the development of such a programme, extensive expert advice is required during the process of negotiation on such an agreement. The Chief of the Disarmament, Demobilization and Reintegration Section would be expected to provide advice to senior UNAMID representatives, the Joint Mediation Support Team and the relevant Sudanese parties regarding key parameters for future disarmament, demobilization and reintegration provisions to be included in the eventual agreement. The Chief would also need to ensure programme coherence and coordination, given that two other disarmament, demobilization and reintegration processes are currently under way elsewhere in the Sudan (the Comprehensive Peace Agreement areas and East Sudan), which is a unique situation. In that regard, the Chief of the Disarmament, Demobilization and Reintegration Section is to maintain liaison with relevant personnel in MINURCAT, since disarmament, demobilization and reintegration in Darfur would also need to take into account the regional dimension of the cross-border movement of armed groups and weapons. Moreover, the acute humanitarian situation in Darfur, as

represented by the high number of internally displaced persons and refugees, would require a well-coordinated approach in order to ensure that there is no inequity between United Nations assistance to ex-combatants, on the one hand, and to victims of the conflict, on the other.

81. An appropriate level of seniority for this post is therefore necessary to ensure effective coordination with other mission components, external international stakeholders, UNMIS and MINURCAT on the planning and implementation of disarmament, demobilization and reintegration in Darfur in line with the relevant Security Council resolutions. By linking all the dimensions (political, humanitarian, security, economic and regional) that have an impact on disarmament, demobilization and reintegration in Darfur, the Chief of the Section would be responsible for ensuring that all decisions related to the planning and implementation of a disarmament, demobilization and reintegration programme in Darfur are based on benchmarks developed by UNAMID in cooperation with the United Nations country team. In accordance with the current organization chart for UNAMID, he or she would report directly to the Deputy Joint Special Representative.

82. The new post of Disarmament, Demobilization and Reintegration Planning Officer (P-4) would strengthen the operational planning capacity of the Section, in particular regarding the coordination of logistics and other support-related mission tasks, which will be a key function during both the planning and implementation phases of the disarmament, demobilization and reintegration programme in Darfur. He or she would chair the intra-mission Disarmament, Demobilization and Reintegration Task Force, comprising all UNAMID components involved in providing operational support for the programme, and would oversee the implementation of the disarmament and demobilization phase, including the setting up and maintenance of disarmament and demobilization sites.

83. During the 2010/11 period, the Disarmament, Demobilization and Reintegration Section proposes to establish four Disarmament, Demobilization and Reintegration Officer (National Officer) posts. It is planned that one Disarmament, Demobilization and Reintegration Officer each will be deployed at mission headquarters (El Fasher), in Sector North (El Fasher), in Sector South (Nyala) and in Sector West (El Geneina). The officers will provide the local expertise required for programme development, community awareness-raising and interaction with local leaders.

84. It has been proposed that six Language Assistant (national General Service staff) posts be abolished, as the disarmament, demobilization and reintegration process, once initiated, will be jointly coordinated with the military and the police and other civilian components. The joint effort will allow for the pooling of resources, reducing the need for dedicated language assistance positions.

85. It has been proposed that two Office Assistant (national General Service staff) posts be abolished. Since both mission headquarters and Sector North will be based at the supercamp in El Fasher, one Office Assistant (national General Service staff) currently assigned to mission headquarters will provide support to both offices.

86. It has been proposed that four Disarmament, Demobilization and Reintegration Officer (International United Nations Volunteer) posts be abolished, as it has been

proposed that the functions performed by those positions be transferred to four Disarmament, Demobilization and Reintegration Officer (National Officer) posts.

Component 3: rule of law, governance and human rights

87. Under the rule of law, governance and human rights component, the Operation will provide assistance to rule-of-law institutions, in particular the local police and the judicial and prison systems in Darfur, with a view to establishing and consolidating the national legal framework, the policy framework and local systems in such areas as issues related to property and land as well as gender. The component also includes the promotion and protection of human rights and continued monitoring, reporting, advocacy and institution-building in Darfur. In such endeavours, the Operation will work closely with national institutions, local prison authorities and police, the Advisory Council for Human Rights, the State Human Rights Commission, the native administration, civil society organizations, political parties, community leaders, the United Nations country team and the Darfur Multi-Donor Trust Fund, as well as national and international non-governmental organizations. The Operation will continue to undertake confidence-building activities with many stakeholders at the community level and to work with communities in targeting quick-impact projects to areas deemed essential by the Operation, in collaboration with international and national non-governmental organizations, community-based organizations and the United Nations country team.

88. The main priority activities during the 2010/11 period will be focused on assisting the local authorities in laying the foundations for relevant institutional structures; good governance and the strengthening of State and local institutions; the strengthening of rule-of-law institutions in Darfur, particularly the police and justice systems, to ensure that they function in accordance with international human rights standards; and the effective and sustainable promotion and protection of human rights in Darfur on the part of institutions, civil societies and communities. The component will also assist with the development of a transparent, accountable and inclusive local civil service administration, including the resolution of property and land disputes and the transfer of resources from the Government of the Sudan to the three Darfur States. UNAMID police will continue to provide capacity-building and training for the Government of the Sudan and signatories to the Darfur Peace Agreement and subsequent agreements, with a view to strengthening their capacities in accordance with international standards.

Expected accomplishments	*Indicators of achievement*
3.1 Effective and inclusive governance by national and local levels of government in Darfur	3.1.1 10 per cent of positions in the national civil service are filled by persons from Darfur, as stipulated in the Darfur Peace Agreement and subsequent agreements (2008/09: 10 per cent; 2009/10: 10 per cent; 2010/11: 10 per cent)
	3.1.2 Agreement by the parties on wealth-sharing issues, in accordance with the provisions of the Darfur Peace Agreement and subsequent agreements, including the full transfer of federal funds to the State level

3.1.3 Participation of Darfurian women in State and national government institutions (10 per cent in 2010/11)

Outputs

- Advice provided through monthly meetings to the parties and civil society on and monitoring of the development of transparent, accountable and inclusive local civil administration in Darfur, and the development of civil service institutions and legislation, including State and regional assembly debates
- Advice provided through monthly meetings to donors and the Darfur Reconstruction and Development Fund on disbursements and the identification of priorities
- Advice provided to Darfur State land commissions, through monthly meetings, to address land use and land tenure issues in the context of the Darfur Peace Agreement, including issues related to traditional and historical rights to land, such as *hawakeer* (lands) and migration routes; the promotion of appropriate actions by the National Land Commission; and the review of land-use management and natural resource development processes, taking into account the rights of women
- Facilitation of dialogue among local communities, the Transitional Darfur Regional Authority, legislative councils and State governments on the planning and budgeting processes, including through the identification of budget requirements and the facilitation of monthly meetings with local government officials on budget preparation, taking gender into account
- Advice to the Rehabilitation and Resettlement Commission in identifying priorities for the establishment and functioning of property claims committees in rural and urban areas to deal with property disputes that arise from the return process and in coordinating the work of property claims committees with the Darfur Land Commission
- Advice and technical support to the Darfur Compensation Commission aimed at strengthening its internal structures through monthly meetings
- Organization of 24 consultative meetings with stakeholders with a view to reactivation of the Darfur Joint Assessment Mission process
- Facilitation of the participation of civil society organizations in the implementation of the Darfur Peace Agreement through 24 meetings on outstanding implementation issues involving representatives of civil society, political parties, Government officials and other actors in Darfur, and mediation between the parties when differences arise in the interpretation of the Agreement
- 10 workshops, in the three Darfur States, on the roles of civil society organizations and traditional leaders in democratic systems for civil society organizations, including political parties, civic and women's groups, ethnic and religious organizations, internally displaced persons, trade unions, academia and members of local government, in collaboration with the Transitional Darfur Regional Authority and local government representatives
- 6 workshops on good governance to train the staff of national institutions and civil society organizations, in conjunction with UNDP
- 8 workshops, with the institutions of the Transitional Darfur Regional Authority in El Fasher, Nyala, El Geneina and Zalingei, on the development and implementation of gender mainstreaming policies, plans and activities

- 8 workshops, with the State governments of Darfur, on the development and implementation of gender mainstreaming policies, plans and activities
- 4 seminars, with the State committees on Security Council resolution 1325 (2000), on monitoring the representation of women in governance structures in Darfur

Expected accomplishments	*Indicators of achievement*
3.2 Establishment of the rule of law in Darfur, including restructuring of the local police force, an independent judiciary and a corrections system	3.2.1 Adoption of a long-term strategic plan for the reform and restructuring of the police, judicial and corrections systems in Darfur in accordance with international standards
	3.2.2 Establishment of an autonomous Prison Service, independent of the police
	3.2.3 Enhanced technical (staff training) and institutional (logistics and policy) capacities on the part of justice sector institutions
	3.2.4 Mobile courts established and are functional

Outputs

- Organization of monthly meetings with local police leadership to establish new committees and to implement policing guidelines and instructions to facilitate the restructuring of the police force in Darfur
- Advice and assistance to the local police to ensure that they operate in accordance with acceptable international standards through co-location with the Government of the Sudan police Child Protection Unit in 18 Government localities at the sector and team-site levels
- Advice provided through weekly meetings to the directors of prisons in the three Darfur States on reforming the prison system, and mobilization of extrabudgetary resources for the upgrading of police detention facilities to bring them into conformity with basic international standards
- Development of a strategic plan to provide guidance on the reform and restructuring of the prison system, capacity-building and the creation of a prisoners database
- Organization of weekly meetings with prison authorities in the three Darfur States on prison activities
- Monthly meetings with non-governmental organizations and United Nations agencies and donors on support for prison programmes and activities in Darfur to strengthen areas of collaboration with those partners
- 9 training programmes on basic prison duties for 270 national prison officers in each Darfur State and 1 prison management training course for 25 mid-level management prison officers
- 3 "training-the-trainer" programmes to develop a home-grown cadre of prison officer trainers who can train their colleagues in a human rights approach to prisoner management in each of the 3 Darfur States
- 24 quick-impact projects in Darfur to address life-threatening conditions in the prisons
- 1 workshop on the strengthening of the prison system for 100 representatives of local prison authorities, the judiciary and the police, as well as prosecutors, in each Darfur State

- Advice provided to Darfur legal institutions and legal aid organizations on the provision of legal services, through monthly meetings
- Advice provided to judges and prosecutors on legal reform across Darfur, through monthly meetings
- Advice to local judges on reform of the judiciary through monitoring of the conduct of trials and the preparation of legal analysis regarding relevant rule-of-law issues
- 4 training workshops for 30 prosecutors and local police on gender justice and the conduct of juvenile cases
- Advice provided through monthly meetings to the Darfur Compensation Commission on establishing and implementing its rules of procedure
- Organize 3 training workshops for judges and prosecutors to review the mobile court modality; 3stakeholder workshops to review the results of and comments on court monitoring; 3 workshops for judges and prosecutors to consider recommendations aimed at legal reform across Darfur; 3 stakeholder workshops on the strengthening of traditional justice systems and reform of the customary law; 1 stakeholder workshop to brainstorm on the strategy for the justice sector in Darfur; and 1 validation workshop on the draft justice strategy
- 18 training workshops for local court judges and clerks across Darfur on international standards
- Organize 3 stakeholder workshops to review the modalities of legal aid and generate proposals for its improvement
- Organize 1 workshop for stakeholders to share and disseminate the findings and recommendations set out in the needs assessment report and make recommendations aimed at promoting resource mobilization to support rule-of-law projects across Darfur
- Organize 2 training/capacity-building workshops for employees of the Darfur Compensation Commission
- 10 quick-impact projects for the benefit of the judiciary, the Ministry of Justice, the Bar Association and civil society groups in each of the three Darfur States
- 4 training workshops for 25 Government of the Sudan police, Central Reserve police and prison officers on human rights, child protection and sexual and gender-based violence
- 2 seminars with the caucus of women legislators of Darfur on the reform of policies and laws to address gender issues in the police, judicial and corrections systems
- 4 workshops for 25 female police officers on human rights and counselling techniques in dealing with survivors of sexual and gender-based violence
- 8 workshops on gender mainstreaming for 25 Government of the Sudan police
- 76 basic and advanced training courses for 1,725 Government of the Sudan police, including 12 on human rights and gender issues, 6 on crime scene management, 2 on basic computer skills, 24 on criminal investigations and the detention and treatment of suspects, 3 on traffic management, 20 on community policing, 3 on advanced gender-crime investigation and 6 on public order management
- 30 courses for 750 police of signatories to Darfur Peace Agreement, including 24 on basic human rights, community policing, gender and child protection, 3 on first aid and 3 on mid-level management
- Assistance to Government of the Sudan police in establishing four police training centres at the sector and subsector levels

Expected accomplishments	*Indicators of achievement*
3.3 Progress towards the promotion and protection of human rights in Darfur	3.3.1 Adoption by local government of a strategy/framework for the promotion and protection of human rights, including transitional justice and women's rights, in Darfur
	3.3.2 Enactment by State legislatures of laws in compliance with international human rights instruments
	3.3.3 Increase in the number of investigations into human rights violations conducted by the Government of the Sudan (2008/09: 75; 2009/10: 100; 2010/11: 125)
	3.3.4 Action plans signed by parties to the conflict for an end to the recruitment and use of child soldiers, to the killing and maiming of children and to sexual violence against children
	3.3.5 Mainstreaming of child protection throughout UNAMID and at the community level to raise awareness with a view to greater protection for children

Outputs

- Monitoring and reporting on the human rights situation in Darfur through the conduct of 8 monitoring missions per month per regional or subregional office and 6 missions per month per military outpost, and follow-up with competent local authorities to address identified issues
- Organization of 4 meetings of the Darfur Human Rights Forum and subforums with Government of the Sudan authorities, the diplomatic community, United Nations agencies and civil society in order to address key human rights concerns in Darfur
- 2 reports on the human rights situation in Darfur, provided through the Office of the United Nations High Commissioner for Human Rights
- Advice provided to directors of prisons in the Darfur region through visits every 2 months to prisons and detention facilities and follow-up with competent local authorities on the conditions of detainees
- Advice on the promotion and protection of human rights, provided through 8 meetings per month with government officials and representatives of movements
- 4 workshops for 80 prosecutors, judges and law enforcement officials on the administration of justice and international human rights standards
- 3 workshops for 60 members of the Sudanese Armed Forces on international human rights standards and combating violence against women
- Assistance provided to national and regional stakeholders on the development of a transitional justice strategy, through regular meetings with civil society members and the organization of 4 workshops on transitional justice for civil society and 2 workshops for Darfur-Darfur Dialogue and Consultation facilitators

- 9 workshops with 180 members of civil society organizations, community leaders, young people and women to raise awareness about human rights, in particular the Bill of Rights, the Interim National Constitution, criminal laws and the process of filing complaints with police, as well as advice about undertaking advocacy with government officials and movements in order to ensure respect for human rights
- Advice, through monthly meetings and three workshops, to State-level committees on gender-based violence regarding the implementation of the committees' workplans, as well as efforts aimed at the prevention of and responses to gender-based violence, including institutional development
- 8 workshops in camps for 400 internally displaced persons on human-rights-based approaches to the prevention of and responses to sexual and gender-based violence, in collaboration with United Nations agencies
- 4 workshops for 160 Government of the Sudan police officers and prison officials on international human rights standards, the rights of detainees and democratic policing, including referrals
- Two seminars with the caucus of women legislators of Darfur to identify policy gaps with regard to the promotion of women's rights (including social and economic rights) and to define strategies for legislative advocacy
- Quarterly seminars with the State committees on combating sexual and gender-based violence, regarding policies and programmes for the prevention of and responses to such violence
- Conduct of 4 community dialogues with communities of internally displaced persons on community-level prevention of and responses to sexual and gender-based violence
- Conduct of a study on gender justice in traditional mediation and transitional justice systems for the use of civil society organizations
- Establishment of programme-oriented planning on child protection in Darfur, inclusive of an area assessment and a corresponding workplan, to serve as a platform for effective follow-up on child protection concerns in Darfur
- Negotiation of action plans for an end to grave violations against children, including the recruitment and use of child soldiers, through bimonthly meetings with leaders of the armed groups
- Quarterly assessment report on progress in the dialogue with the parties to the conflict and on the implementation of the action plans to end the recruitment and use of child soldiers and other grave violations against children
- Advice to national and local authorities, including parties to the conflict, on protection issues, in accordance with Security Council resolution 1612 (2005), through the daily monitoring and reporting, in collaboration with the United Nations country team, in particular UNICEF, of violations perpetrated against children
- Bimonthly report to the Working Group of the Security Council on Children and Armed Conflict, pursuant to resolution 1612 (2005)
- Annual monitoring and compliance country report of the Secretary-General (to the Security Council) on grave violations and abuses committed against children
- Quarterly mainstreaming, capacity-building and training reports
- Six training sessions every month for civil society organizations, government institutions and other actors throughout Darfur on children's rights and child protection

- Distribution of advocacy material translated into local languages at the community level, pertaining to the protection of children affected by the conflict

External factors

The Government of the Sudan will be committed to prison and justice sector reform in Darfur and will allocate the necessary funding through national budgetary allocations. The national parliament will continue with the legislative reforms and adopt legislation in compliance with international human rights standards. Donors will provide funds in respect of the rule of law, governance and human rights

Table 4
Human resources: component 3, rule of law, governance and human rights

	International staff										
I. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Child Protection Unit											
Approved posts 2009/10	—	—	2	4	—	—	—	**6**	18	6	**30**
Proposed posts 2010/11	—	—	2	4	—	—	—	**6**	18	6	**30**
Net change	—	—	—	—	—	—	—	—	—	—	—
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	—	2	4	—	—	—	**6**	18	6	**30**
Proposed 2010/11	—	—	2	4	—	—	—	**6**	18	6	**30**
Net change	—	—	—	—	—	—	—	—	—	—	—
Gender Advisory Unit											
Approved posts 2009/10	—	—	4	6	1	—	—	**11**	19	5	**35**
Proposed posts 2010/11	—	—	4	6	1	—	—	**11**	19	5	**35**
Net change	—	—	—	—	—	—	—	—	—	—	—
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	—	4	6	1	—	—	**11**	19	5	**35**
Proposed 2010/11	—	—	4	6	1	—	—	**11**	19	5	**35**
Net change	—	—	—	—	—	—	—	—	—	—	—
Human Rights Section											
Approved posts 2009/10	—	1	13	54	1	—	—	**69**	106	33	**208**

I. Civilian staff	International staff								National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	General Service	Security Service	Subtotal			
Proposed posts 2010/11	—	1	13	54	1	—	—	**69**	84	33	**186**
Net change	—	—	—	—	—	—	—	—	**(22)**	—	**(22)**
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	1	13	54	1	—	—	**69**	106	33	**208**
Proposed 2010/11	—	1	13	54	1	—	—	**69**	84	33	**186**
Net change	—	—	—	—	—	—	—	—	**(22)**	—	**(22)**
Rule of Law, Judicial System and Prison Advisory Section											
Approved posts 2009/10	—	1	10	9	7	—	—	**27**	32	—	**59**
Proposed posts 2010/11	—	1	10	9	4	—	—	**24**	31	—	**55**
Net change	—	—	—	—	**(3)**	—	—	**(3)**	**(1)**	—	**(4)**
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	1	10	9	7	—	—	**27**	32	—	**59**
Proposed 2010/11	—	1	10	9	4	—	—	**24**	31	—	**55**
Net change	—	—	—	—	**(3)**	—	—	**(3)**	**(1)**	—	**(4)**
Subtotal, civilian staff											
Approved posts 2009/10	—	2	29	73	9	—	—	**113**	175	44	**332**
Proposed posts 2010/11	—	2	29	73	6	—	—	**110**	152	44	**306**
Net change	—	—	—	—	**(3)**	—	—	**(3)**	**(23)**	—	**(26)**
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	2	29	73	9	—	—	**113**	175	44	**332**
Proposed 2010/11	—	2	29	73	6	—	—	**110**	152	44	**306**
Net change	—	—	—	—	**(3)**	—	—	**(3)**	**(23)**	—	**(26)**

	International staff								National staff[a]	United Nations Volunteers	Total
I. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***			
II. Government-provided personnel											
Approved 2009/10											**6**
Proposed 2010/11											**6**
Net change											—
Total (I-II)											
Approved 2009/10											**338**
Proposed 2010/11											**312**
Net change											**(26)**

[a] Includes National Officers and national General Service staff.
[b] Funded under general temporary assistance, in civilian personnel costs.

International staff: decrease of 3 posts (redeployment of 3 Field Service posts)

National staff: net decrease of 23 posts (abolition of 32 national General Service staff posts, establishment of 9 National Officer posts)

Human Rights Section

National staff: decrease of 22 posts (abolition of 22 national General Service staff posts)

89. In order to gain and maintain an in-depth and balanced understanding of the human rights situation throughout Darfur, the Human Rights Section is in the process of deploying at all three sector headquarters (El Fasher, Nyala and El Geneina), at Zalingei subsector headquarters and at 11 military outposts.

90. Human rights teams at the 11 outposts (Kutum, Kabkabiya, Shangil Tobay, Tine, Kas, Shaeria, Al Da'ein, Nertiti, Mukhjar, Kulbus and Habila) work closely with their military colleagues, in particular in the context of human rights monitoring activities and investigations conducted in volatile areas or immediately following serious violations of international humanitarian law and/or human rights law, where military escorts might be required.

91. The abolition of 11 Driver posts at those 11 outposts is proposed, owing to the limitations on the movements of individuals and the reduced requirements for road travel between the team sites as a result of the lack of road infrastructure and the security situation.

92. The abolition of 11 Language Assistant posts at the outposts is due to the fact that the human rights teams have been co-located with military personnel at 11 outposts. A reduced requirement for language assistants has been identified, as the teams will share Language Assistant services with their military counterparts.

Rule of Law, Judicial System and Prison Advisory Section

International staff: decrease of 3 posts (redeployment of 3 Field Service posts)

National staff: net decrease of 1 post (abolition of 10 national General Service staff posts, establishment of 9 National Officer posts)

93. The Operation has adopted a coordinated approach to administrative support, which has resulted in the proposed redeployment of three Field Service posts from the Section. It is proposed that one Administrative Assistant (Field Service) be moved to the Joint Operations Centre and another to the Board of Inquiry, within the Office of the Director of Mission Support.

94. Past experience has shown that functions carried out by the language assistants are no longer required in the Rule of Law Section. Therefore, it is proposed that the following Language Assistant (national General Service staff) posts be abolished: two at mission headquarters (El Fasher), two in Sector North (El Fasher), three in Sector South (Nyala) and two in Sector West (El Geneina).

95. Six National Correction Officer (National Officer) posts are proposed for the 2010/11 period. The posts will be deployed at mission headquarters (1), Sector North (2), Sector South (1), Sector West (1) and Subsector West (1). There are a total of 12 prisons across Darfur, and, if the mandate of the Prison Advisory Unit is to be fulfilled, officers must be co-located within those prisons. The officers must, as a matter of necessity, constitute a blend of national and international. The Section currently has no national professional corrections advisers. For the purpose of mentoring and preparing national staff to take over the development of the Prison Service after the exit of UNAMID from Darfur, it is necessary to attach national officers to each sector. The officers will provide the advantage of being knowledgeable about the local culture and traditions and will be able to direct international staff regarding the needs of the Prison Service. The national officers will also add value in the conduct of training courses for prison staff. Furthermore, a national presence among UNAMID prison officers will greatly boost the confidence and trust of the local community in the Unit.

96. Three National Judicial Affairs Officer (National Officer) posts have been proposed for the 2010/11 period. The judicial affairs officers will be deployed in Sector South (1), Sector West (1) and Subsector West (1). They will assist in, inter alia, the monitoring of court trials and the management of the Section's legislative reform programmes across Darfur, which are currently being managed by one Judicial Affairs Officer at the P-4 level, who is based at mission headquarters. The officers will augment current staff strength in the rule-of-law area across the sectors. It is anticipated that each of the officers will have expertise in multiple areas, including law reform, training and capacity-building, court monitoring, mentoring and alternative dispute resolution. The officers will be distributed across the sectors to assist with ongoing work in the areas referred to above, and they will enhance the Section's drive to encourage national ownership through its programmes. In addition, their expertise regarding local legal issues will enhance, in particular, the law reform and legal outreach programmes of the Section.

Component 4: humanitarian, recovery and development liaison

97. The component will continue to work in partnership with the Government of the Sudan; the Transitional Darfur Regional Authority and its relevant subsidiary

bodies; the native administration; the United Nations country team; humanitarian, recovery and development organizations; and national and international non-governmental organizations to make progress towards the expected achievement. Humanitarian activities will be coordinated by the Resident and Humanitarian Coordinator, with responsibility delegated to the Deputy Humanitarian Coordinator, based in Darfur (located in the OCHA office in El Fasher).

98. As the 2010/11 period will be critical in coordinating efforts to facilitate humanitarian delivery and the necessary humanitarian space, and, in accordance with progress in the peace process, to move towards early recovery and voluntary returns, the component will ensure the Operation's continuous liaison and collaboration with the Government of the Sudan, in accordance with relevant resolutions of the Security Council. The component will maintain dialogue and coordination between the military and police components, ensuring the mutual exchange of information about ongoing humanitarian, military and police deployment and operations.

Expected accomplishments	*Indicators of achievement*
4.1 Improved humanitarian situation and programmes towards economic recovery and poverty reduction in Darfur	4.1.1 Increased participation by Darfurians in economic recovery and rehabilitation programmes, including at least 5 per cent participation by women (2.5 per cent participation by women in economic recovery and rehabilitation programmes in 2009/10 and 5 per cent participation by women in economic recovery and rehabilitation programmes in 2010/11)
	4.1.2 Unhindered access for humanitarian aid delivery to camps for internally displaced persons and to the vulnerable population throughout Darfur

Outputs

- Support, through advice on relevant political and security matters and monthly participation in the joint verification mechanism, to key government counterparts, including the Humanitarian Aid Commission and the High-level Committee, in identifying priorities for voluntary return and sustainable reintegration
- In close consultation with the Deputy Resident and Humanitarian Coordinator, conduct 6 workshops, each with 10 representatives of the Humanitarian Aid Commission, UNAMID military personnel and the police, and stakeholders on the management of returns and reintegration activities, including the collection, analysis and management of information as well as guiding principles regarding internally displaced persons
- Implementation of 10 quick-impact projects, approved through close consultation with the United Nations country team, in support of early reintegration, including the rehabilitation of community schools, health facilities and access roads
- Facilitation of the coherence of return activities, in close consultation with the United Nations country team, in support of Darfur Peace Agreement implementation, through weekly liaison and coordination meetings with the Government of the Sudan in Khartoum on internally displaced persons

- Facilitation of the provision of humanitarian assistance and access by the United Nations country team and international non-governmental organizations, as well as local non-governmental organizations in Darfur
- Advice on UNAMID operations provided at monthly meetings with the High-level Committee on Humanitarian Affairs
- Advice to local authorities, including the Transitional Darfur Regional Authority, on UNAMID operations and political and security aspects of economic recovery and poverty reduction, in coordination with the United Nations country team and UNDP, as well as financial institutions
- Provision of briefings on UNAMID at multi-donor meetings and weekly United Nations country team meetings
- Advice provided through monthly meetings with the State committees on Security Council resolution 1325 (2000), on social and economic interventions for women in communities and camps for internally displaced persons
- Participation in bimonthly meetings with Government, United Nations agencies and caucus of women legislators from the three Darfur States on the adoption of policies supporting the social and economic development of women in communities and camps for internally displaced persons, as well as returnees
- Contribute to a study on the development of appropriate economic and livelihood opportunities for women in communities and places of return for internally displaced persons and refugees

Expected accomplishments	*Indicators of achievement*
4.2 Darfurian civilians living free from fear of attack or abuse with displaced persons able to voluntarily return to their homes in a sustainable, secure environment	4.2.1 Increase in the voluntary return of refugees and internally displaced persons (2009/10: 100,000; 2010/11: 200,000)

Outputs

- 40 workshops or other training activities with the Government of the Sudan and the movements on the protection of civilians and humanitarian issues
- 20 workshops with United Nations agencies and national/international non-governmental organizations on civil-military cooperation and the use of military assets in complex humanitarian crises, as well as daily liaison and coordination on the implementation of the civil-military framework

External factors

Donors will provide extrabudgetary funding for relief activities and for humanitarian assistance and recovery mechanisms. The security situation in the mission area will allow freedom of movement. No activities will occur that would result in the mine contamination or recontamination of known safe areas

Table 5

Human resources: component 4, humanitarian, recovery and development liaison

Civilian staff	*International staff*										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Humanitarian Liaison Office											
Approved posts 2009/10	—	1	—	1	1	—	—	**3**	3	—	**6**
Proposed posts 2010/11	—	1	—	1	2	—	—	**4**	3	—	**7**
Net change	—	—	—	—	**1**	—	—	**1**	—	—	**1**
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	1	—	1	1	—	—	**3**	3	—	**6**
Proposed 2010/11	—	1	—	1	2	—	—	**4**	3	—	**7**
Net change	—	—	—	—	**1**	—	—	**1**	—	—	**1**
Humanitarian and Recovery Assistance Liaison Unit											
Approved posts 2009/10	—	—	7	18	—	—	—	**25**	23	—	**48**
Proposed posts 2010/11	—	—	7	18	—	—	—	**25**	20	12	**57**
Net change	—	—	—	—	—	—	—	—	**(3)**	**12**	**9**
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	—	7	18	—	—	—	**25**	23	—	**48**
Proposed 2010/11	—	—	7	18	—	—	—	**25**	20	12	**57**
Net change	—	—	—	—	—	—	—	—	**(3)**	**12**	**9**
Subtotal, civilian staff											
Approved posts 2009/10	—	1	7	19	1	—	—	**28**	26	—	**54**
Proposed posts 2010/11	—	1	7	19	2	—	—	**29**	23	12	**64**
Net change	—	—	—	—	**1**	—	—	**1**	**(3)**	**12**	**10**
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—

Civilian staff	International staff								National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	General Service	Security Service	Subtotal			
Subtotal											
Approved 2009/10	—	1	7	19	1	—	—	**28**	26	—	**54**
Proposed 2010/11	—	1	7	19	2	—	—	**29**	23	12	**64**
Net change	—	—	—	—	**1**	—	—	**1**	**(3)**	**12**	**10**

[a] Includes National Officers and national General Service staff.
[b] Funded under general temporary assistance, in civilian personnel costs.

International staff: net increase of 1 post (reclassification of 1 post from D-1 to D-2 and redeployment of 1 Field Service post from Rule of Law Section)

National staff: decrease of 3 posts (abolition of 3 national General Service staff posts)

United Nations Volunteers: increase of 12 posts (establishment of 12 International United Nations Volunteer posts)

Humanitarian Liaison Office

International staff: net increase of 1 post (reclassification of 1 post from D-1 to D-2 and redeployment of 1 Field Service post from Rule of Law Section)

99. It is proposed that the Head of Humanitarian Liaison Office post be upgraded from the Deputy Director (D-1) level to the Director (D-2) level. The incumbent will need to provide strategic guidance and supervision to the Humanitarian and Recovery Assistance Liaison Unit, the Gender Advisory Unit and the HIV/AIDS Unit, and provide strategic recommendations to the joint special representatives on issues related to UNAMID coordination, with Government and international partners on humanitarian and early recovery matters.

100. In addition to advising the senior leadership on humanitarian issues, the post will provide overall strategic guidance to UNAMID leadership for the protection of civilian advocacy and early recovery/reintegration, as well as sexual and gender-based violence and HIV/AIDS programmes in Darfur.

101. The Director/head of the liaison office will work in close partnership with the Deputy Resident and Humanitarian Coordinator. The Director/head of the liaison office will ensure increased coordination within the Operation's units related to the implementation of mandated programmes with external counterparts and on issues related to the humanitarian area, recovery and development, the protection of civilians, the well-being and the return of internally displaced persons, sexual and gender-based violence, gender mainstreaming and HIV/AIDS.

102. It is proposed that one Administrative Assistant (Field Service) be redeployed from the Rule of Law Section to support the increase in the volume of work carried out by the whole Office. The incumbent will work closely with two administrative assistants (national General Service staff) and work to build their capacity to deal with administrative matters. The incumbent will help meet the growing need for administrative support by addressing personnel, requisitions and other issues as

required for the daily functioning of the Office. The incumbent will also be involved in administrative procedures related to staff recruitment and in ensuring adherence to guidelines.

Humanitarian and Recovery Assistance Liaison Unit

National staff: decrease of 3 posts (abolition of 3 national General Service staff posts)

United Nations Volunteers: increase of 12 posts (establishment of 12 International United Nations Volunteer posts)

103. The abolition of three Driver (national General Service staff) posts, located in sectors North, South and West, is proposed owing to the unpredictable security situation, which does not allow staff to move freely. Hence, all movements are restricted and staff seek to travel in groups, resulting in lower-than-anticipated requirements for drivers.

104. Eleven Humanitarian Affairs Officer (International United Nations Volunteer) posts have been proposed for the 2010/11 period. The presence of the officers will directly increase the monitoring, reporting and analysis capabilities of the Operation with regard to the protection of civilians and will further increase the capacities of the military and police components. The existing structure of the Unit has no provision for staffing at team sites. Furthermore, the expulsion of a number of international non-governmental organizations from Darfur has increased the need for the UNAMID humanitarian presence at the main team site locations. The incumbents will work in close coordination with the humanitarian country team at the State level, through their team leader, to support the mandated function of UNAMID in terms of protection. These 11 new positions are crucial for the development of the Operation's own quick-response capacity in relation to protection issues.

105. One Humanitarian Affairs Officer-Reporting (International United Nations Volunteer) post is proposed for the 2010/11 period. The Humanitarian Affairs Officer will provide daily support to the Reporting Officer at mission headquarters, maintain close contact with the field, draft various documents for the use of the Unit, conduct research on related materials and develop presentations, information and training modules. The incumbent will support the advisory role of senior staff in relation to matters of importance to the Operation and will increase the general quality of the Unit's output to the senior leadership.

Component 5: support

106. The support component reflects the work of the Mission Support Division, the Security and Safety Section, the Conduct and Discipline Team and the HIV/AIDS Unit. During the 2010/11 period, the Operation's support component will provide effective and efficient logistical, administrative and security services in support of the implementation of the Operation's mandate through the delivery of related outputs and the introduction of service improvements, as well as the realization of efficiency gains. Support will be provided to the fully deployed strength of 240 military observers, 19,315 military contingents, 2,660 formed police personnel and 3,772 United Nations police officers, and to the civilian staffing establishment of 1,579 international staff, 3,379 national staff and 620 United Nations Volunteers.

The range of support will comprise the implementation of conduct and discipline and HIV/AIDS programmes, personnel administration, health care, the maintenance and construction of office and accommodation facilities, environmental management, the establishment and maintenance of a communications and information technology infrastructure, air operations, surface transport operations, supply and resupply operations, and the provision of security services Operation-wide.

Expected accomplishments	*Indicators of achievement*
5.1 Increased efficiency and effectiveness of logistical, administrative and security support to the Operation	5.1.1 85 per cent completion of camp construction for military contingents, formed police units and community policing centres
	5.1.2 Reduction in fixed-wing air fleet through reconfiguration from single to multifunctional combi airframes (2008/09: 14; 2009/10: 14; 2010/11: 12)
	5.1.3 Reduction in extraction of groundwater through increased generation of water through wastewater management and rain harvesting (2008/09: 0 per cent reduction in groundwater extraction; 2009/10: 25 per cent; 2010/11: 40 per cent)
	5.1.4 Reduction in the percentage of major vehicle accidents (2008/09: 8 per cent of total fleet; 2009/10: 3 per cent; 2010/11: 1.5 per cent)

Outputs

Service improvements

- Completion of all remaining civil works at 4 military camps, 6 formed police unit camps, 8 team sites/military outposts and 24 community policing centres, including gravelling and pavement of roads connecting supercamps and team sites to major highways to reduce maintenance on all United Nations-owned vehicles
- Reduction in overall number of fixed-wing aircraft through reconfiguration of fleet from single to multifunctional combi airframes and through reduction in shared assets to meet operational needs
- Implementation of wastewater management strategies, including the recycling of treated sewage effluent and its use for non-potable water uses, such as toilet flushing, floor cleaning and fire-fighting, as well as rainwater harvesting
- Enforcement of the strict driver programme, together with stringent monitoring of speeding, through the full implementation of the CarLog system
- Implementation of 100 per cent physical verification of assets deployed throughout Darfur to match the receiving and inspection reports issued

Military, police and civilian personnel

- Emplacement, rotation and repatriation services to support an average strength of 19,555 military personnel, including 240 military observers, 410 staff and liaison officers, 15,520 infantry personnel and 3,385 logistics personnel
- Emplacement, rotation and repatriation services to support fully deployed strength of 6,432 police personnel, including 3,772 United Nations police personnel and 2,660 formed police personnel
- Verification, monitoring and inspection of contingent-owned equipment and self-sustainment for military and police personnel
- Storage and supply of daily rations and water for an average of 17,015 military personnel and 2,327 formed police personnel
- Recruitment and other administrative support for 5,578 civilian staff, including 1,579 international staff, 3,379 national staff and 620 United Nations Volunteers, with 24 international staff and 14 national staff positions funded under general temporary assistance
- Implementation of a conduct and discipline programme for all military, police and civilian personnel, including training, prevention and monitoring, as well as recommendations concerning remedial action where misconduct has occurred

Facilities and infrastructure

- Maintenance and repair of 1 mission headquarters, 3 sector headquarters, 1 sub-office, 2 logistics bases (El Obeid and Nyala) and 1 customs clearance facility (Port Sudan)
- Operation and maintenance of wastewater treatment plants, water distribution systems, boreholes and sewerage networks, and provision of solid-waste collection and disposal services at 38 sites
- Operation and maintenance of 84 water purification plants (United Nations and troop-contributing countries) within the mission area
- Operation and maintenance of 1,267 United Nations-owned generators
- Storage and supply of 24.4 million litres of diesel, as well as oil and lubricants for generators
- Maintenance and repair of 3 airfield facilities and 34 helicopter landing sites in 34 locations
- Rehabilitation and maintenance of 3 air terminals, ramp facilities and parking areas (El Fasher, Nyala and El Geneina) to permit safe operations
- Construction of United Nations air terminals at the 2 main airports, including taxiways and parking aprons
- Maintenance and renovation of 37 storage facilities for petrol, oil and lubricants for generators, vehicles and air transportation, in 37 locations
- General explosive hazard assessment of 297 villages, in Northern, Southern and Western Darfur
- Emergency unexploded ordnance assessment of 240 km^2 (60 per cent or 144 km^2 as reassessed and 40 per cent or 96 km^2 as new)
- Route survey along 2,844 km of roads and routes suspected of recontamination owing to ongoing conflict, and new route surveys along 948 km of roads and routes

- Demolition of 600 unexploded ordnance items in order to eliminate explosive threats to the Darfur population and to UNAMID convoys

Ground transportation

- Operation and maintenance of 3,700 United Nations-owned vehicles and 1,241 items of workshop equipment, throughout the mission area
- Supply of 12.6 million litres of petrol, oil and lubricants for vehicles
- Operation of a daily shuttle service, 7 days a week, to transport United Nations personnel from their accommodations to their place of work

Air transportation

- Operation and maintenance of 12 fixed-wing and 38 rotary-wing aircraft, including 9 military-type aircraft, in 4 locations
- Supply of 48.3 million litres of aviation fuel, as well as oil and lubricants, for air operations

Communications

- Support and maintenance of a satellite network, consisting of 4 Earth station hubs, to provide voice, fax, video and data communications
- Support and maintenance of 63 VSAT systems, 201 telephone exchanges and 94 digital microwave links
- Support and maintenance of 3,046 high-frequency and 19,593 VHF repeaters and transmitters
- Support and maintenance of 4 FM radio broadcast stations at radio production facilities

Information technology

- Support and maintenance of 415 servers, 5,619 desktop computers, 2,027 laptop computers, 2,129 printers and 674 digital senders in 123 locations
- Support and maintenance of 100 local area networks and wide area networks for 70 users in 40 camps and 74 community policing centre locations
- Development of a Geographic Information System to provide approximately 7,200 administrative, planning and thematic maps in support of policy decisions, situational awareness and operations

Medical

- Operation and maintenance of 6 United Nations-owned level I clinics and 1 United Nations-owned level II hospital in El Fasher
- Maintenance of mission-wide land and air evacuation arrangements for all United Nations locations, including evacuation to 6 level IV hospitals (2 in Nairobi, 3 in Egypt and 1 in Dubai)
- Operation and maintenance of voluntary confidential HIV counselling and testing facilities for all mission personnel
- Provision of an HIV awareness-raising programme, including peer education, for all mission personnel

Security

- Provision of security services 24 hours per day, 7 days per week, throughout the mission area
- 24-hour close protection for senior mission staff and visiting high-level officials
- Residential security guidance to minimum operating residential security standards and provision of on-site assessments in support of the fully deployed strength of 240 military observers, 410 military staff officers, 3,772 United Nations police personnel, 1,578 international staff and 620 International United Nations Volunteers
- Induction security training and primary fire training/drills for all new mission staff, as well as basic firefighting refresher courses for all security staff and fire wardens in the mission
- Conduct of annual fire safety assessments and inspections at all United Nations premises to ensure compliance with fire safety standards, as well as quarterly reviews on the implementation of fire safety recommendations
- Preparation of monthly investigation reports on road traffic accidents, theft/loss of or damage to UNAMID property, burglaries, incidents related to the arrest/detention of staff members, incidents involving death or injury and cases involving misconduct by United Nations personnel
- Safety briefings on landmines/unexploded ordnance provided to all members of UNAMID prior to field deployment

External factors

Suppliers of goods and services will be able to deliver as contracted

Table 6

Human resources: component 5, support

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Conduct and Discipline Team											
Approved posts 2009/10	—	1	5	3	2	—	—	**11**	2	—	**13**
Proposed posts 2010/11	—	1	5	3	2	—	—	**11**	2	—	**13**
Net change	—	—	—	—	—	—	—	—	—	—	—
Approved temporary positions[a] 2009/10	—	—	—	3	1	—	—	**4**	10	—	**14**
Proposed temporary positions[a] 2010/11	—	—	—	3	1	—	—	**4**	10	—	**14**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	1	5	6	3	—	—	**15**	12	—	**27**
Proposed 2010/11	—	1	5	6	3	—	—	**15**	12	—	**27**
Net change	—	—	—	—	—	—	—	—	—	—	—

Civilian staff	International staff								National staff	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	General Service	Security Service	Subtotal			
HIV/AIDS Unit											
Approved posts 2009/10	—	—	2	1	1	—	—	**4**	11	8	**23**
Proposed posts 2010/11	—	—	2	1	—	—	—	**3**	12	8	**23**
Net change	—	—	—	—	**(1)**	—	—	**(1)**	**1**	—	—
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	—	2	1	1	—	—	**4**	11	8	**23**
Proposed 2010/11	—	—	2	1	—	—	—	**3**	12	8	**23**
Net change	—	—	—	—	**(1)**	—	—	**(1)**	**1**	—	—
Mission Support Division											
Office of the Deputy Joint Special Representative for Operations and Administration											
Approved posts 2009/10	1	—	3	—	2	—	—	**6**	3	—	**9**
Proposed posts 2010/11	1	—	3	—	2	—	—	**6**	3	—	**9**
Net change	—	—	—	—	—	—	—	—	—	—	—
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	1	—	3	—	2	—	—	**6**	3	—	**9**
Proposed 2010/11	1	—	3	—	2	—	—	**6**	3	—	**9**
Net change	—	—	—	—	—	—	—	—	—	—	—
Office of the Director of Mission Support											
Approved posts 2009/10	—	3	13	10	16	—	—	**42**	45	—	**87**
Proposed posts 2010/11	—	3	18	17	47	—	—	**85**	64	12	**161**
Net change	—	—	**5**	**7**	**31**	—	—	**43**	**19**	**12**	**74**
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—

Civilian staff	International staff								National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	General Service	Security Service	Subtotal			
Subtotal											
Approved 2009/10	—	3	13	10	16	—	—	**42**	45	—	**87**
Proposed 2010/11	—	3	18	17	47	—	—	**85**	64	12	**161**
Net change	—	—	**5**	**7**	**31**	—	—	**43**	**19**	**12**	**74**
Administrative Services											
Approved posts 2009/10	—	1	21	51	132	—	—	**205**	229	40	**474**
Proposed posts 2010/11	—	1	23	50	149	—	—	**223**	246	53	**522**
Net change	—	—	**2**	**(1)**	**17**	—	—	**18**	**17**	**13**	**48**
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	1	21	51	132	—	—	**205**	229	40	**474**
Proposed 2010/11	—	1	23	50	149	—	—	**223**	246	53	**522**
Net change	—	—	**2**	**(1)**	**17**	—	—	**18**	**17**	**13**	**48**
Procurement and Contracts Management Services											
Approved posts 2009/10	—	1	7	13	21	—	—	**42**	25	9	**76**
Proposed posts 2010/11	—	1	7	13	21	—	—	**42**	25	9	**76**
Net change	—	—	—	—	—	—	—	—	—	—	—
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	1	7	13	21	—	—	**42**	25	9	**76**
Proposed 2010/11	—	1	7	13	21	—	—	**42**	25	9	**76**
Net change	—	—	—	—	—	—	—	—	—	—	—
Integrated Support Services											
Approved posts 2009/10	—	1	34	82	349	—	—	**466**	1 045	245	**1 756**
Proposed posts 2010/11	—	1	29	73	310	—	—	**413**	1 109	271	**1 793**
Net change	—	—	**(5)**	**(9)**	**(39)**	—	—	**(53)**	**64**	**26**	**37**

Civilian staff	International staff								National staff[a]	United Nations Volunteers	Total
	USG–ASG	D-2–D-1	P-5–P-4	P-3–P-2	Field Service	General Service	Security Service	Subtotal			
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	1	34	82	349	—	—	**466**	1 045	245	**1 756**
Proposed 2010/11	—	1	29	73	310	—	—	**413**	1 109	271	**1 793**
Net change	—	—	**(5)**	**(9)**	**(39)**	—	—	**(53)**	**64**	**26**	**37**
Communications and Information Technology Services											
Approved posts 2009/10	—	1	8	7	139	—	—	**155**	103	180	**438**
Proposed posts 2010/11	—	1	8	7	139	—	—	**155**	103	180	**438**
Net change	—	—	—	—	—	—	—	—	—	—	—
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	1	8	7	139	—	—	**155**	103	180	**438**
Proposed 2010/11	—	1	8	7	139	—	—	**155**	103	180	**438**
Net change	—	—	—	—	—	—	—	—	—	—	—
Security and Safety Section											
Approved posts 2009/10	—	1	7	41	149	—	—	**198**	468	—	**666**
Proposed posts 2010/11	—	1	7	41	166	—	—	**215**	735	—	**950**
Net change	—	—	—	—	**17**	—	—	**17**	**267**	—	**284**
Approved temporary positions[b] 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed temporary positions[b] 2010/11	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	—	1	7	41	149	—	—	**198**	468	—	**666**
Proposed 2010/11	—	1	7	41	166	—	—	**215**	735	—	**950**
Net change	—	—	—	—	**17**	—	—	**17**	**267**	—	**284**

Civilian staff	International staff: USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Subtotal, civilian staff											
Approved posts 2009/10	1	9	100	208	811	—	—	**1 129**	1 931	482	**3 542**
Proposed posts 2010/11	1	9	102	205	836	—	—	**1 153**	2 299	533	**3 985**
Net change	—	—	**2**	**(3)**	**25**	—	—	**24**	**368**	**51**	**443**
Approved temporary positions[b] 2009/10	—	—	—	3	1	—	—	**4**	10	—	**14**
Proposed temporary positions[b] 2010/11	—	—	—	3	1	—	—	**4**	10	—	**14**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2009/10	1	9	100	211	812	—	—	**1 133**	1 941	482	**3 556**
Proposed 2010/11	1	9	102	208	837	—	—	**1 157**	2 309	533	**3 999**
Net change	—	—	**2**	**(3)**	**25**	—	—	**24**	**368**	**51**	**443**

[a] Includes National Officers and national General Service staff.
[b] Funded under general temporary assistance, in civilian personnel costs.

International staff: net increase of 24 posts (1 P-4 post and 25 Field Service posts established, 1 P-3 post and 2 Field Service posts abolished, 2 Field Service posts redeployed from another component, 1 P-5 post reassigned from another component and 1 P-3 post and 1 P-2 post reassigned to another component)

National staff: net increase of 368 posts (5 national General Service staff posts abolished, 13 National Officer posts and 55 national General Service staff posts established, 305 national General Service staff posts reassigned from Police Division)

United Nations Volunteers: increase of 51 posts (51 International United Nations Volunteer posts established)

Conduct and Discipline Team

International staff: no net change (redeployment of 1 P-4 post and 1 P-3 post from El Obeid to Nyala)

National staff: no net change (redeployment of 1 National Officer post and 2 national General Service staff posts from El Obeid to Nyala)

107. The practical needs having been assessed in terms of staffing on the ground, it was determined that there are insufficient UNAMID staff in El Obeid to justify the approved strength of the Conduct and Discipline Team presence there on a full-time basis. On the other hand, owing to the existing and growing mission structure in Nyala, as sector headquarters and mission logistics base, an increased need has been identified for the deployment of Unit staff in Nyala, which has no Conduct and Discipline presence under the existing structure. It is therefore proposed that the staff comprising three conduct and discipline officers (P-4, P-3 and National Officer), an Office Assistant (national General Service staff) and one Driver (national General

Service staff) approved for the El Obeid office be redeployed to sector headquarters in Nyala.

HIV/AIDS Unit

International staff: decrease of 1 post (1 Field Service post abolished)

National staff: net increase of 1 post (abolition of 2 national General Service staff posts, establishment of 3 National Officer posts and reclassification of 4 national General Service staff posts)

108. The review of posts allocated to the HIV/AIDS Unit in terms of mandated tasks showed that strengthening is required through the reclassification of existing posts. The changes proposed for various locations are directly linked to the audience addressed by the Unit.

109. The functions of the HIV/AIDS Officer post are of a substantive nature, involving the monitoring and evaluation of client needs, which require professional technical qualifications difficult to find in the Field Service category. Therefore, it is proposed that the post of HIV/AIDS Officer located at mission headquarters (El Fasher) be abolished and that the functions outlined for that post be performed by the newly proposed HIV/AIDS Officer (National Officer) post.

110. The abolition of two Driver (national General Service staff) posts, with one each located at mission headquarters (El Fasher) and in Sector South (Nyala), is proposed as a result of the unpredictable security situation, which does not allow staff to move freely. Hence, all movements are restricted and staff are advised to travel in groups, resulting in lower-than-anticipated requirements for drivers.

111. Owing to the establishment of the essential Voluntary and Confidential Counselling and Testing facilities in all sectors, there is a need to increase the number of national staff in order to make the programme more efficient and user-friendly, thus meeting the minimum standards for such services. In addition, the Unit would be more effective in terms of building local capacities and confidence-building with local partners if essential posts (technical and supportive) were filled by local staff. In that context, the Operation proposes to establish three HIV/AIDS Officer (National Officer) positions during the 2010/11 period. Two HIV/AIDS officers (national officers) will be based at mission headquarters (El Fasher), and one HIV/AIDS Officer (National Professional Officer) will be based in Sector South (Nyala).

112. To strengthen local capacity and establish a more proactive role in terms of interacting with local counterparts, it is proposed that four Office Assistant (national General Service staff) posts, based in the four sector offices (El Fasher, Nyala, El Geneina and Zalingei), be reclassified as HIV/AIDS Assistant (national General Service staff) posts in the same locations. The HIV/AIDS assistants will not only assist in day-to-day administrative tasks, but also participate actively in Voluntary and Confidential Counselling and Testing services.

Office of the Director of Mission Support

International staff: net increase of 43 posts (establishment of 1 P-4 post, reassignment of 1 P-5 post and redeployment of 1 P-5 post, 2 P-4 posts, 6 P-3 posts, 1 P-2 post and 31 Field Service posts)

National staff: net increase of 19 posts (establishment of 1 National Officer post and 2 national General Service staff posts, redeployment of 19 national General Service staff posts and abolition of 3 national General Service staff posts)

United Nations Volunteers: increase of 12 posts (redeployment of 12 International United Nations Volunteer posts)

113. The Office of the Director of Mission Support provides administrative, logistical and technical support to the military and police components and to all civilian substantive offices in the implementation of the Operation's mandate. Given the scale of the logistical and administrative support needed, the Office is further supported by a Deputy Director of Mission Support. In order to ensure that support-related issues are addressed in a timely manner, it is proposed that the sections/units under the Office of the Director of Mission Support be split in terms of reporting lines to ensure greater harmony of work and accountability during the 2010/11 period. Under the proposed new structure, the Deputy Director of Mission Support will serve as the first reporting officer for: the Contingent-owned Equipment and Property Management Section; sector administrative officers (El Fasher, Nyala, El Geneina) and the Sector Coordination Support Unit; the Board of Inquiry; the Occupational Safety Unit; and the logistics base in Nyala. The four service chiefs (Administrative Services, Integrated Support Services, Communications and Information Technology, and Procurement and Contracts Management), the Office of the Deputy Director of Mission Support, Budget Section and the Aviation Safety Unit will continue to report directly to the Director of Mission Support.

114. Sector South (Nyala) in addition to being an important logistics hub for UNAMID troops and for the movement and storage of contingent- and United Nations-owned equipment, has the only level III medical facility. It is therefore important that a regional administrative structure similar to the existing structures in Sector North (El Fasher) and Sector West (El Geneina) be deployed to ensure the continuity of services and the effective management of that vital hub. Therefore, it is proposed that two international posts (1 P-5 post and 1 Field Service post) be created. The P-5 position will be achieved by reassigning the post of Chief Military Liaison Officer (P-5) from the Khartoum Liaison Office in order to create the post of Senior Administrative Officer in Sector South (Nyala). One Administrative Assistant (Field Service) post will be redeployed from the Nyala logistics base. Additionally, three national positions will be created through the establishment of two new posts — one Liaison Officer (National Officer) and one Office Assistant (national General Service staff) — and the redeployment of one Driver (national General Service staff) post from the Nyala logistics base. That will formalize the current arrangement, under which those functions are being performed through temporary redeployments, as the original staffing proposal did not envisage Nyala as sector headquarters.

115. The creation of a Sector Coordination Support Unit will establish strong mechanisms for coordination among mission headquarters, three sector headquarters and one subsector headquarters, as well as between sector headquarters and team

sites located in each sector area. The establishment of a Coordination Officer (P-4) post is proposed. It will be supported by one Administrative Assistant (Field Service) post to be redeployed from the Office of the Deputy Joint Special Representative, and one Office Assistant (national General Service staff) post to be established. Under the supervision of the Deputy Director of Mission Support, the Sector Coordination Support Unit will coordinate day-to-day sector support matters, support the Deputy Director in fostering general sector and mission-wide infrastructure development, provide policy guidance and strategic advice, promote the establishment of collaborative relationships and effective information transfer between the Office of the Director of Mission Support and the sectors, participate in the development of cross-cutting planning and management strategies, make frequent visits to sectors to gain a first-hand understanding of both unresolved and emerging issues, analyse sector reports and make support-related recommendations to the Director of Mission Support through the Office of the Deputy Director, and identify and organize programmes to address the capacity-building needs of sectors.

116. The growing volume of Board of Inquiry cases with respect to existing staff numbers has resulted in a backlog of cases relating to the 2008/09 period. In addition, the sensitivity of the information related to Board of Inquiry cases demands effective handling and safeguarding, with limited distribution and access to case files. The Board currently has an Administrative Assistant (Field Service) post on loan from the Rule of Law Section, and it is now proposed that that be a permanent redeployment.

117. The Contingent-owned Equipment and Property Management Section comprises five units: the Contingent-owned Equipment Unit, the Receiving and Inspection Unit, the Property Control and Inventory Unit, the Claims and Property Survey Board Unit and the Asset Disposal Unit. In order to facilitate the establishment of greater oversight and improved supply-chain management mechanisms, it is proposed that the Contingent-owned Equipment and Property Control and Inventory units be redeployed from Integrated Support Services to the Office of the Deputy Director of Mission Support and that the Receiving and Inspection Unit, the Claims and Property Survey Board Unit and the Asset Disposal Unit be redeployed to the General Services Section. Equipment, supplies and vehicles make up an essential component of the Operation's capability.

118. Under the current staffing structure, five self-accounting units are located in three different services (Administrative Services, Integrated Support Services and Communications and Information Technology Services). Given the upcoming implementation of enterprise resource planning and International Public Sector Accounting Standards (IPSAS), and taking into account the high value of assets with regard to which greater accountability is required, the Contingent-owned Equipment and Property Control and Inventory units will now report directly to the Deputy Director of Mission Support. Placing the Section directly under the supervision of the Deputy Director will facilitate the establishment of greater oversight and improved supply-chain management mechanisms. That will result in the redeployment of 70 posts (1 P-5, 2 P-4, 6 P-3, 1 P-2, 29 Field Service, 19 national General Service staff and 12 International United Nations Volunteer posts) to the Office of the Director of Mission Support.

119. Additional redeployments are also proposed within the Office of the Director of Mission Support. As part of the decentralized operational approach to the

management and handling of contingent-owned equipment, a new regional office in Nyala is being proposed. It is proposed that one P-3, 3 Field Service, one national General Service staff and two International United Nations Volunteer posts be redeployed from mission headquarters. It is also proposed that two Field Service posts be redeployed from Zalingei to Nyala. A revised needs assessment of the Property Control and Inventory Unit has resulted in the proposal that three posts be geographically redeployed to accommodate the changing workload: one Field Service post, from Zalingei to mission headquarters in El Fasher; one International United Nations Volunteer post, from El Geneina to the Khartoum Liaison Office; and one national General Service staff post, from El Geneina to the Nyala logistics base.

Administrative Services

International staff: net increase of 18 posts (transfer of the Facilities Unit from the General Services Section in Administrative Services to the Engineering Section in Integrated Support Services, resulting in the redeployment of 4 P-3 posts and the reassignment of 12 Field Service posts; transfer of the Receiving and Inspection Unit, the Claims and Property Survey Board Unit and the Property Disposal Unit from the Contingent-owned Equipment and Property Management Section in Integrated Support Services to the General Services Section in Administrative Services, resulting in the reassignment of 1 P-4 post, the redeployment of 1 P-4 post, 1 P-3 post and 1 P-2 post, and the redeployment of 30 Field Service posts; reassignment of 1 P-3 post from the Contingent-owned Equipment and Property Management Section in Integrated Support Services to the Medical Services Section; and the abolition of 1 Field Service post from Staff Counselling and Welfare)

National staff: net increase of 17 posts (transfer of Facilities Unit from the General Services Section in Administrative Services to the Engineering Section in Integrated Support Services, resulting in the redeployment of 17 national General Service staff posts; transfer of the Receiving and Inspection Unit, the Claims and Property Survey Board Unit and the Property Disposal Unit from the Contingent-owned Equipment and Property Management Section in Integrated Support Services to the General Services Section in Administrative Services, resulting in the redeployment of 30 national General Service staff posts; establishment of 1 national General Service staff post in the Medical Services Section; establishment of 3 National Officer posts in the Staff Counselling and Welfare Unit)

United Nations Volunteers: increase of 13 posts (transfer of the Receiving and Inspection Unit and the Claims and Property Survey Board Unit from the Contingent-owned Equipment and Property Management Section in Integrated Support Services to the General Services Section in Administrative Services, resulting in the redeployment of 7 International United Nations Volunteer posts; establishment of 2 posts in the Medical Services Section; establishment of 4 International United Nations Volunteer posts in the Staff Counselling and Welfare Unit)

120. The General Services Section is responsible for mail/pouch operations, document reproduction services, registry and electronic archives, conference/translation and interpretation services and facilities, and transit camp management services. In addition, under the proposed budget, three units — the Receiving and Inspection Unit, the Claims and Property Survey Board Unit and the Property Disposal Unit — have been placed under the responsibility of the Chief of General Services. As part of the approach whereby combined and fewer resources are

utilized to achieve greater synergies and optimum utility, it is proposed that the entire facilities management function now be transferred to the Engineering Section and be combined with the facilities management services provided and managed by the Engineering Section. The Facilities Management Unit comprises 33 posts (4 P-3 posts, 12 Field Service posts and 17 national General Service posts).

121. The three units to be transferred from the Contingent-owned Equipment and Property Management Section (Integrated Support Services) to the General Services Section (Administrative Services) are composed as follows: Receiving and Inspection Unit (1 P-4 (through reassignment — see para. 123 below), 20 Field Service posts, 20 national General Service staff posts and 6 International United Nations Volunteer posts); Claims and Property Survey Board Unit (1 P-4 post, 1 P-2 post, 2 Field Service posts, 1 national General Service staff post and 1 International United Nations Volunteer post); Property Disposal Unit (1 P-3 post, 8 Field Service posts and 9 national General Service staff posts). In total it is proposed that 70 posts at various levels be redeployed together with the functions and geographical locations. The proposal is part of the move to strengthen internal controls by reducing the conflict of interest caused by the fact that all units are under same supervision, and to increase accountability.

122. The Receiving and Inspection Unit is responsible for receiving and inspecting all commodities at all locations, including the port of entry in Port Sudan, and is currently headed by a Receiving and Inspection Officer (P-3). On the basis of the changes in the receiving and inspection workload, and in order to meet mission-wide demands and provide adequate guidance to staff, it has been proposed that the post of Chief, Receiving and Inspection Unit, be upgraded to the P-4 level. That can be achieved through the reassignment of the existing (P-3) post from the Contingent-owned Equipment and Property Management Section to Dentist (P-3) in the Medical Section and the reclassification of Property Management Officer (P-4), Sector North (El Fasher), as Chief, Receiving and Inspection Officer (P-4), mission headquarters (El Fasher). The upgrade is proposed in order to align all unit heads at the same level. Additionally, given the geographic and political situation in Darfur, the operations of the Receiving and Inspection Unit are now decentralized and split in sub-units spread over seven regions, including Entebbe and Addis Ababa.

123. One Dentist (P-3) post is proposed for the level II hospital in El Fasher, in addition to the two existing International United Nations Volunteer positions. On average, 20 dental consultations are provided daily to mission personnel. The Dentist (P-3) post will provide oversight to the dental clinic and will be responsible for supervising the four other dentists operating in the mission area, providing dental services to some 32,000 mission personnel. This position will be created as the result of the reassignment of the Chief, Receiving and Inspection Unit (P-3), from Contingent-owned Equipment and Property Management in Integrated Support Services.

124. One Medical Officer-Heart Specialist (International United Nations Volunteer) post is proposed, owing to the fact that approximately 60 per cent of reported cases relate to cardiovascular conditions such as severe hypertension or myocardial infarction. The incumbent will enhance the existing capacity to address such cases on a more urgent basis.

125. One Medical Officer-Surgeon (International United Nations Volunteer) post is proposed, owing to the fact that an average of two to three surgical cases are

addressed on a daily basis. In the absence of a surgeon, such cases would have to be referred to facilities maintained by troop-contributing countries. Given the constraints imposed by the weather and the security situation, any delays in such referrals might result in deterioration in a patient's condition. The proposed post will enhance the existing capacity to provide continuous medical coverage.

126. One Language Assistant (national General Service staff) post is proposed, owing to the fact that, although many staff of troop-contributing countries and Operation personnel referred to this hospital are from Arabic-speaking countries, while none of the hospital's medical staff are Arabic-speaking. This poses difficulties in terms of recording patient histories and explaining medical procedures. It is therefore necessary to create a translation capacity in-house. The incumbent will need to have had experience working in a medical facility and to be familiar with both medical procedures and medication in order to be able to make explanations to patients in clear terms.

127. Upon review, it has been found that the Staff Counselling and Welfare Unit lacks the capacity to meet the increased demand for its services. It is proposed that three National Officer posts and four national General Service staff posts be established to support existing staff. Additionally, it is proposed that one Staff Counselling Assistant (Field Service) in Sector West (El Geneina) be abolished, as the required expertise is difficult to find at the Field Service level. It is proposed that the post be replaced by a Staff Counsellor (International United Nations Volunteer) post.

128. It is proposed that one Staff Counsellor (International United Nations Volunteer) post be established in Sector West (El Geneina) to replace the Staff Counselling Assistant (Field Service). The incumbent will provide individual and psychosocial support to individual staff members experiencing difficulty coping with and/or presenting mental-health-related symptoms or syndromes. She or he will also advise the head of the Staff Counselling Unit and other personnel officers, as necessary, on individual cases in which an identified problem is likely to have a professional, vocational and/or counselling impact.

129. It is proposed that three Welfare Officer (International United Nations Volunteer) posts be established in sectors. There is an urgent need to address the psychosocial needs of staff in all sectors. One Welfare Officer each will be deployed in Sector South (Nyala), Sector West (El Geneina) and Subsector West (Zalinge). As a result of the isolated nature of the Operation in Darfur, where dealing with the harsh environment and the lack of amenities is a daily challenge, providing psychosocial support and focusing on the well-being of staff are vital. Additionally, the incumbents will assist in developing the expertise, the profile and the capacities of the Welfare Units by identifying funding opportunities, assessing well-being needs and providing focal points for well-being initiatives within the sectors.

130. It is proposed that two National Staff Counsellor (National Officer) posts be established at mission headquarters (El Fasher) and in Sector West (El Geneina). The incumbents will provide training workshops for staff on relevant psychological topics. They will further assist in conducting individual or group defusing sessions and/or debriefings following traumatic events or for secondary trauma. They will also assess staff well-being needs more generally and make recommendations to staff counsellors in the sectors.

131. It is proposed that one Welfare Officer (National Officer) post be established in Subsector West (Zalingei). This post is requested in order to ensure that UNAMID staff in Zalingei receive adequate psychosocial support. The incumbent will explore local resources for information about well-being/recreational activities, events and facilities in Zalingei. She or he will assist with set-up and preparation for Staff Welfare and Counselling induction sessions. In addition, the incumbent will develop and maintain the Staff Welfare Library, including arranging for the lending of magazines, CDs and DVDs.

Integrated Support Services

International staff: net decrease of 53 posts (establishment of 8 Field Service posts, reassignment of 2 P-5, 1 P-3 and 1 P-2 posts out of Integrated Support Services, reassignment of 12 Field Service posts into Integrated Support Services, redeployment of 1 D-1, 3 P-5, 7 P-4 and 59 Field Service posts out of Integrated Support Services, redeployment of 2 P-3 posts into Integrated Support Services, abolition of 1 P-5 post)

National staff: increase of 64 posts (establishment of 6 National Officer and 52 national General Service staff posts, reassignment of 38 national General Service staff posts into Integrated Support Services and redeployment of 32 national General Service staff posts out of Integrated Support Services)

United Nations Volunteers: increase of 26 posts (establishment of 45 new International United Nations Volunteer posts, redeployment of 19 International United Nations Volunteer posts out of Integrated Support Services)

132. As discussed in paragraph 117 above, it is proposed that the Contingent-owned Equipment and Property Management Section be redeployed out of Integrated Support Services to the Office of the Deputy Director of Mission Support and the General Services Section. It is proposed that the Contingent-owned Equipment Unit and the Property Control and Inventory Unit be redeployed to the Office of the Deputy Director of Mission Support and that the Receiving and Inspection Unit, the Claims and Property Survey Board Unit and the Asset Disposal Unit be redeployed to the General Services Section. This will result in the redeployment of 140 posts (1 P-5, 3 P-4, 7 P-3, 2 P-2, 59 Field Service, 49 national General Service staff and 19 International United Nations Volunteer posts) to the Office of the Deputy Director and the General Services Section and the reassignment of 3 posts (2 P-4 posts and 1 P-3 post) from Integrated Support Services to Chief, Receiving and Inspection Unit (P-4), in the General Services Section; Chief, Facilities Management Unit (P-4), in the Engineering Section; and Dentist (P-3) in the Medical Section.

133. Three Logistics Assistant (Field Service) posts originally approved for mission headquarters in El Fasher are proposed for reassignment from the Joint Logistics Operations Centre, owing to the fact that the Operation is nearing full deployment. Two posts are proposed for reassignment to the Movement Control Section in order to function as Movement Control Assistant (Field Service) posts, and the third post is proposed for reassignment to the Supply Section as a Supply Assistant (Quality Control)-Rations (Field Service) post based in Sector South (Nyala).

134. In order to address the challenges posed by the higher workload associated with full deployment, it is proposed that 2 additional international Field Service

posts and 12 national General Service staff posts be created in the Movement Control Section. The Field Service posts will be provided for through the reassignment of 2 Logistics Assistant posts from the Joint Logistics Operations Centre as Movement Control Assistant posts. Those posts are currently transferred on loan from the Joint Logistics Operations Centre to the Customs Clearance Unit in order to address the large volume of incoming cargo requiring customs clearance.

135. The establishment of one Movement Control Assistant (national General Service staff) post is proposed in order to strengthen Joint Movement Control Centre operations and to replace the military staff officers currently assigned as a result of the limited number of civilian posts. The post is required to ensure continuity in terms of functions. The person will work closely with the military officers to ensure that activities are carried out jointly.

136. The establishment of one Movement Control Assistant (national General Service staff) post is proposed in order to strengthen the existing structure of the Quality Assurance Unit at mission headquarters, which is currently manned by one Movement Control Officer (P-3) and one Movement Control Assistant (Field Service).

137. The establishment of two Movement Control Assistant (national General Service staff) posts and the redeployment of one Driver (national General Service staff) post from the Supply Section are proposed in order to strengthen the operations of the UNAMID air terminal at Khartoum International Airport. UNAMID plans to begin 4 daily flights to Khartoum (2 from El Fasher, 1 from Nyala and 1 from El Geneina) to supplement the existing route between El Fasher and Khartoum (2 daily flights during the 2009/10 period). This will result in an increased workload at the Khartoum air terminal, requiring additional personnel. Khartoum is the only international gateway in the area, and it is expected that some 300 to 350 passengers and approximately 2,000 to 3,500 kg of cargo will be moved on a daily basis. The operations at Khartoum International Airport are expected to run from 6 a.m. to 8 p.m., with two daily shifts required to cover 14 hours of operation.

138. The establishment of five Movement Control Assistant (national General Service staff) posts is proposed. Two posts each will be situated in Sector North and Sector South, and one post will be located in Sector West. They will be used to man the new UNAMID air terminals in El Fasher, Nyala and El Geneina and will assist in managing the increasing workload as the Operation nears full deployment.

139. The creation of two Driver (national General Service staff) posts is proposed, one each for Sector North and Sector West, through the redeployment of two Driver posts from the Supply Section. The main duties of the Driver post will include providing passenger and cargo transportation between the main terminal building and aircraft.

140. It is proposed that one Aviation Officer (National Officer) post and one Aviation Assistant (International United Nations Volunteer) post be established for the UNAMID air terminal at Khartoum International Airport. The Aviation Officer (National Officer) post is required for the smooth running of the expanding operations in Khartoum and will act as a Liaison Officer between the UNAMID Aviation Section and the Sudan Civil Aviation Authority. The proposed Aviation Assistant will support aviation operations for both passengers and cargo flights.

141. It is proposed that one Aviation Assistant (International United Nations Volunteer) post be established for the UNAMID air terminal at El Obeid Airport, where UNAMID has deployed two heavy-lift cargo (IL-76) aircraft. Currently, UNMIS provides air operation services to UNAMID out of El Obeid, which will be phasing out during the 2009/10 period. UNAMID will then take over the entire operation at this location.

142. In the light of the support provided in designing the topographic maps for the Darfur region received from the United Nations Logistics Base during the 2008/09 and 2009/10 periods, it is proposed that one Geographical Information Systems Officer (P-3) post be abolished.

143. The Operation's water supply and environmental protection programme is an important political issue for UNAMID, as well as a focus for the implementation of the United Nations environmental "greening" initiative. Thus, additional resources are being directed to those areas. In order to be able to forecast and monitor the utilization of financial and other resources channelled to the Water and Environment Unit, a Budget Assistant (International United Nations Volunteer) post is proposed for establishment. The post will support budget preparation, performance evaluation and the results-based-budgeting process. In addition, the incumbent will maintain liaison with the procurement and contracts management services with a view to follow-up on existing contracts and newly raised requisitions.

144. In the planning phase of the Operation, it was thought that borehole drilling services were readily available in the Sudan, but the Operation has thus far been unable to outsource such services to private vendors. During the 2008/09 period, the Operation initiated the procurement of two drilling rigs to accelerate the development of the Operation-owned water sources needed to reduce reliance on local water vendors. Those rigs are expected to be received by the Operation during the 2009/10 period. It is proposed that two Rig Team Leader (International United Nations Volunteer) posts be established to operate the two drilling rigs. The rigs will be strategically deployed to operate as stand-alone stations and also to provide mutual backup, as well as backup to the rigs operated by the Chinese Engineering Company.

145. It is proposed that four Drilling Rig Operator (national General Service staff) posts and eight Drilling Helper (national General Service staff) posts be established during the 2010/11 period. The posts will be supervised by the two Rig Team Leader posts appointed at each rig.

146. It is the Operation's responsibility to ensure that the water supplied to all dependants meets World Health Organization (WHO) drinking water standards. To that end, raw water abstracted from a variety of sources is treated using standardized water treatment plants. A total of 185 water treatment plants are planned for installation in the mission area, with 165 to be installed by the end of 2009/10 and the remaining 20 to be installed during the 2010/11 period. The plants will be jointly operated by military contingent, formed police unit and/or civilian personnel, depending on the location of the plant. Each plant needs to be operated and maintained by at least one water and sanitation technician, and, as a result, it is proposed that 12 Water Plant Operator (national General Service staff) posts be established. Five posts will be located at headquarters locations, and the remainder will be based at team sites.

147. Where water sources are close to a team site, pumping water through metal pipelines from source to team site is the most cost-effective method of transportation. However, where water sources are situated at some distance from team sites, trucking is the only secure option, as the operation and maintenance of long pipelines running through local communities necessitates regular patrols to protect them from vandalism. It is proposed that 12 Heavy Duty Truck Driver (national General Service staff) posts be created through the redeployment of 10 Heavy Duty Driver (national General Service staff) posts from the Transport Section and the redeployment of 2 from the Supply Section to support water trucking and waste (liquid and solid) disposal services.

148. It is proposed that, in the Transport Section, 10 Driver (national General Service staff) posts located at mission headquarters (El Fasher) be redeployed to the Water and Environment Unit as Heavy Duty Driver (national General Service staff) posts, owing to the unpredictable security situation and the reduced operation of a regular shuttle service for staff after working hours. Moreover, the implementation of evening curfew hours does not allow staff to move freely. Hence, all movements are restricted and staff are advised to travel in groups, resulting in lower-than-anticipated requirements for drivers.

149. Since the Operation is near full deployment, a growing need for coordination and liaison capacity in dealing with local vendors and service providers has been identified within the Transport Section. The Section proposes to establish five National Transport Officer (National Officer) posts in order to provide national staff members with additional responsibilities and supervisory roles. The national transport officers will be utilized in the Fleet Maintenance Unit, the Dispatch Unit, the Road Safety Unit, the Supply Unit and the Inventory Unit, respectively.

150. It is proposed that five Vehicle Mechanic (International United Nations Volunteer) posts be established, based at the Kutum, Umm Barru, Edd el Fursan, Graida and Kulbus team sites. Those team sites have become fully operational with the deployment of substantive staff, resulting in the need for the maintenance of vehicles and related equipment.

151. One Supply Assistant (Quality Control)-Rations (Field Service) post is proposed as a reassignment from the Joint Logistics Operations Centre. Ensuring quality control with regard to rations is an essential role within the Operation. The United Nations is committed to providing a high-quality product and service to personnel in terms of ensuring the safety and quality of its food. In order to meet that requirement, the Operation is in the process of completing a quality assurance plan requiring that all suppliers and contingents comply with agreed specifications using the internationally recognized Hazard Analysis Critical Control Point guidelines of the Codex Alimentarius Commission to identify and control all significant hazards. Under the plan, the Operation has the responsibility to conduct food safety and hygiene inspections of all food-producing facilities. The Supply Assistant (Quality Control)-Rations will be responsible for monthly food safety and hygiene inspections of military contingents' kitchens and storage facilities in 62 locations, monthly food safety inspections of the Operation's 14-day ration pack and water reserve stored in 62 contingent locations and at 4 sector headquarters, and monthly food safety and hygiene inspections of 6 contractor-owned cafeterias at 4 locations within the Operation.

152. It is proposed that, in the Supply Section, five Heavy Duty Driver (national General Service staff) posts located in Sector South (4) and Sector West (1) be eliminated, owing to the unpredictable security situation, which does not permit convoys to move freely. This will be achieved through the redeployment of two posts to the Water and Environment Unit and of three posts to the Movement Control Section. Since all movements are not only restricted, but also in a group format, there will be lower-than-anticipated requirements for drivers.

153. It is proposed that the Facilities Management Unit be transferred from the General Services Section in Administrative Services to the Engineering Section in Integrated Support Services. The Unit will be responsible for the management of all facilities situated within the operating area, and will be in charge of the allocation of both office and accommodation space and day-to-day minor maintenance. In addition, the Unit will compile monthly occupancy reports, which will be submitted to the Finance Section at the end of each month for the recovery of residential costs from the staff members to whom UNAMID living accommodations are provided. The Unit will maintain its presence at mission headquarters in El Fasher, sector headquarters in El Fasher, El Geneina and Nyala, subsector headquarters in Zalingei and all 33 team sites.

154. The Facilities Management Unit will comprise the "Facilities Management Unit" originally budgeted for the General Services Section and the "Building Management Unit" previously budgeted for the Engineering Section. The new unit will be self-sufficient in terms of minor engineering works, mainly electrical and plumbing, and will not rely on the Engineering Section. All team sites will report to the sector Facilities Management Unit, which will report to the Chief, Facilities Management Unit, in El Fasher, and all work will be supervised by the Chief Engineer.

155. Engineering staff will be required at team sites. For each site, a Facilities Management and Maintenance Unit will be formed, composed of four technical staff with skills in the relevant technical trades, such as: maintaining the records of residents for forwarding to the Finance Section for recovery; the planning, execution and supervision of minor construction works; the installation, repair and maintenance of generator units and air conditioners; the maintenance and repair of electrical fittings and fixtures, and of supply and distribution lines; and the maintenance, repair and replacement of doors, windows, partition walls, roofing and other carpentry works. The engineering staff at team sites will also carry out required engineering services for community policing centres within their jurisdiction. When major construction projects such as the supercamps are completed, there will be fewer requirements for engineering staff at mission and sector headquarters.

156. A total of 242 posts (1 P-4, 5 P-3, 35 Field Service, 156 national General Service staff and 45 International United Nations Volunteer posts) will be needed to manage the workload of the Facilities Management Unit. They will be staffed as follows: 108 posts reassigned from existing Engineering Section posts (1 P-3, 15 Field Service, 82 national General Service staff and 10 International United Nations Volunteer posts); 39 posts reassigned from other sections (1 P-4 from Contingent-owned Equipment and Property Management and 38 national General Service staff from the Police Division); 33 posts redeployed from the Facilities Management Unit in the General Services Section (4 P-3, 12 Field Service and 17 national General Service staff posts); and 62 newly established posts (8 Field Service, 19 national General Service staff and 35 International United Nations Volunteer posts).

Security and Safety Section

International staff: increase of 17 posts (establishment of 17 Field Service posts)

National staff: increase of 267 posts (reassignment of 267 national General Service staff posts from the Police Division)

157. In accordance with the UNAMID concept of operations, a total of 33 team sites are being established throughout the Darfur region to maintain the Operation's presence in deep field locations to ensure the effective implementation of its mandate. All team sites will be geographically distributed among 15 security zones. Fifteen Security Officer (Field Service) posts are proposed to monitor and manage each security zone. Team sites situated closer to the sector headquarters will be managed by the regional security officers already deployed at the sector headquarters. The 15 proposed security officers will provide daily security updates to the Security Operation Centre established at mission headquarters in El Fasher, and they will track and monitor staff movements. They will also ensure compliance with minimum operating security standards and minimum operating residential security standards and guarantee the safety and security of United Nations staff and property.

158. Two Fire Safety Officer (Field Service) posts are proposed for the 2010/11 period in order to strengthen the Operation's ability not only to respond sufficiently to sudden fire incidents, but also to establish a capability for the prevention of such incidents. One of the proposed posts will be deployed in Sector South (Nyala), and the other will be deployed in Sector West (El Geneina), also covering Subsector West (Zalingei). The major tasks assigned to the posts will include conducting fire-safety awareness campaigns and fire drills, carrying out routine checks of fire safety equipment and supervising a team of fire safety assistants (national General Service staff), with a view to addressing emergency situations.

159. A total of 166 Security Guard (national General Service staff) posts and 15 additional Security Guard (national General Service staff) posts to act as supervisors are proposed for the period 2010/11. UNAMID is constructing supercamps in all four major locations in Darfur, providing office accommodation to all components and living (mission subsistence allowance) accommodation to staff deployed in the mission area. In addition, it is anticipated that 33 team sites and 74 community policing centres will be functional during the 2010/11 period, creating a need to strengthen the current security set-up. At present, these services are provided through individual contracts; however, since they are of a continuous nature, the posts should be established. The 15 supervisor positions will manage a shift of security guards assigned to the facility and will serve as focal points for guard force management activities. The 166 security guards will carry out access control and baggage scanning as well as routine patrols within the facilities. The supervisor positions will be deployed at mission headquarters (6) and in Sector North (2), Sector South (3), Sector West (2) and Subsector West (2). The 166 security guards will be deployed at mission headquarters (40), in Sector North (15), Sector South (15), Sector West (15) and Subsector West (15) and at 33 team sites (66).

160. An additional nine Security Assistant (national General Service staff) posts have been proposed to coordinate activities between local authorities and the Security Section. The authorized number of security assistants is no longer adequate to run security operations in the four sector areas. Therefore, in order to strengthen

the current set-up, additional posts have been requested in the new staffing table, for El Fasher (3), Nyala (2), El Geneina (2) and Zalingei (2).

161. The UNAMID Security Section operates six independent offices throughout the mission area. In order to provide much-needed administrative support in day-to-day operations, 11 additional Office Assistant (national General Service staff) posts are proposed, for mission headquarters (1), El Fasher (3), El Geneina (2), Nyala (2), Zalingei (2) and El Obeid (1).

162. The current staffing table provides for only 22 Radio Operator (national General Service staff) posts, which have proved to be inadequate to conduct daily radio checks for international and national staff, military observers, military staff/liaison officers and United Nations police personnel while monitoring both HF and VHF radio base stations and providing coverage to radio rooms in mission headquarters and in the sector headquarters 24 hours a day, 7 days a week. The radio rooms maintain three shift rosters to cover the round-the-clock schedule. UNAMID headquarters needs 12 radio operators to maintain round-the-clock shifts, and sector radio rooms should have 9 operators to cover the same tasks. Therefore, an additional 17 Radio Operator (national General Service staff) posts have been proposed for the 2010/11 period.

163. The current staffing table does not include any Fire Safety Assistant (national General Service staff) posts. Given the need to establish in-house capacity to deal with any sudden incident, 39 Fire Safety Assistant (national General Service staff) posts have been proposed for the 2010/11 period. Those posts will be based at mission headquarters (15) and in Sector North (6), Sector South (6), Sector West (6) and Subsector West (6).

164. The UNAMID Security Section currently has only one authorized Driver (national General Service staff) post. During field assessment trips, international field security coordination officers and local security assistants are required to make constant observations regarding their surroundings and to conduct intensive meetings with key actors, which means that they cannot drive their own mission vehicles. It is proposed that 10 Driver (national General Service staff) posts be established to permit the future deployment of mobile field teams to carry out security risk assessments of routes and humanitarian relief operation locations and to maintain relationships with key actors.

II. Financial resources

A. Overall

(Thousands of United States dollars. Budget year is 1 July 2010 to 30 June 2011.)

Category	Expenditures (2008/09)	Apportionment (2009/10)	Cost estimates (2010/11)	Variance Amount	Variance Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
Military and police personnel					
Military observers	8 713.8	11 731.7	11 655.6	(76.1)	(0.6)
Military contingents	439 132.9	511 188.1	529 611.3	18 423.2	3.6
United Nations police	103 029.8	146 178.1	172 239.3	26 061.2	17.8
Formed police units	35 740.4	70 336.6	76 286.9	5 950.3	8.5
Subtotal	**586 616.9**	**739 434.5**	**789 793.1**	**50 358.6**	**6.8**
Civilian personnel					
International staff	134 770.5	161 616.1	267 272.8	105 656.7	65.4
National staff	36 883.1	56 131.7	66 145.2	10 013.5	17.8
United Nations Volunteers	12 699.5	19 568.4	25 022.1	5 453.7	27.9
General temporary assistance	5 574.9	4 299.3	4 434.8	135.5	3.2
Subtotal	**189 928.0**	**241 615.5**	**362 874.9**	**121 259.4**	**50.2**
Operational costs					
Government-provided personnel	43.6	243.8	279.9	36.1	14.8
Civilian electoral observers	—	—	—	—	—
Consultants	47.8	480.2	203.7	(276.5)	(57.6)
Official travel	6 607.3	4 563.2	4 486.1	(77.1)	(1.7)
Facilities and infrastructure	368 840.8	241 268.6	264 046.7	22 778.1	9.4
Ground transportation	46 518.2	31 425.7	35 749.7	4 324.0	13.8
Air transportation	163 990.1	207 415.2	272 347.6	64 932.4	31.3
Naval transportation	—	—	—	—	—
Communications	33 412.8	58 473.2	55 833.4	(2 639.8)	(4.5)
Information technology	21 861.8	25 077.1	25 001.7	(75.4)	(0.3)
Medical	6 789.3	21 407.6	27 697.2	6 289.6	29.4
Special equipment	4 022.9	3 786.0	8 120.2	4 334.2	114.5
Other supplies, services and equipment	59 609.8	19 751.6	48 933.0	29 181.4	147.7
Quick-impact projects	2 989.9	4 000.0	4 000.0	—	—
Subtotal	**714 734.3**	**617 892.2**	**746 699.2**	**128 807.0**	**20.8**
Gross requirements	**1 491 279.2**	**1 598 942.2**	**1 899 367.2**	**300 425.0**	**18.8**
Staff assessment income	19 410.1	25 060.3	31 956.9	6 896.6	27.5
Net requirements	**1 471 869.1**	**1 573 881.9**	**1 867 410.3**	**293 528.4**	**18.6**
Voluntary contributions in kind (budgeted)	—	—	—	—	—
Total requirements	**1 491 279.2**	**1 598 942.2**	**1 899 367.2**	**300 425.0**	**18.8**

B. Non-budgeted contributions

165. The estimated value of non-budgeted contributions for the period from 1 July 2010 to 30 June 2011 is as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Status-of-forces agreement[a]	1 291.7
Voluntary contributions in kind (non-budgeted)	—
Total	**1 291.7**

[a] Estimated value of land parcels in Northern, Southern and Western Darfur, which is provided by the Government of the Sudan free of charge.

C. Efficiency gains

166. The cost estimates for the period from 1 July 2010 to 30 June 2011 take into account the following efficiency initiatives:

Category	*Amount (Thousands of United States dollars)*	*Initiative*
Air transportation	2 920.1	Reflects the respective shares of UNMIS and MINURCAT of the guaranteed costs associated with two shared aircraft. One MD-83 fixed-wing aircraft will be shared with MINURCAT, which will bear 30 per cent. One MD-83 fixed-wing aircraft will be shared with UNMIS, which will bear 30 per cent
Facilities and infrastructure	3 285.0	The implementation of wastewater management strategies, which includes the recycling of treated sewage effluent and uses non-potable water such as toilet flushing, floor cleaning and fire-fighting, in 70 per cent of camps where conventional wastewater treatment plants are installed will reduce the abstraction of groundwater by 40 per cent. This will enhance the efficiency of boreholes and reduce the amount of freshwater that must be outsourced/procured from private sources, at the 2009/10 rate of $0.01 per litre
Total	**6 205.1**	

D. Vacancy factors

167. The cost estimates for the period from 1 July 2010 to 30 June 2011 take into account the following vacancy factors:

(Percentage)

Category	*Actual 2008/09*	*Budgeted 2009/10*	*Projected 2010/11*
Military and police personnel			
Military observers	6	10	10
Military contingents	27	18	10
United Nations police	43	20	15
Formed police units	65	30	12.5
Civilian personnel			
International staff	25	35	25
National staff			
National Officers	63	30	30
National General Service staff	28	20	20
United Nations Volunteers	39	25	25
Temporary positions[a]			
International staff	51	20	20
National staff	62	20	20
Government-provided personnel	83	25	15

[a] Funded under general temporary assistance.

168. The proposed vacancy factors are based on the Operation's experience to date and take into account the mission-specific challenges related to the generation and deployment of uniformed personnel and the recruitment of civilian staff.

E. Contingent-owned equipment: major equipment and self-sustainment

169. Requirements for the period from 1 July 2010 to 30 June 2011 are based on standard reimbursement rates for major equipment (wet-lease) and self-sustainment in the total amount of $230,136,200, as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Major equipment	
Military contingents	105 587.1
Formed police units	21 227.0
Subtotal	**126 814.1**

Category	*Estimated amount*
Self-sustainment	
Facilities and infrastructure	57 717.7
Communications	17 991.8
Medical	19 502.7
Special equipment	8 109.9
Subtotal	**103 322.1**
Total	**230 136.2**

Mission factor	*Percentage*	*Effective date*	*Last review date*
A. Applicable to mission area			
Extreme environmental condition factor	2.6	1 January 2008	—
Intensified operational condition factor	3.8	1 January 2008	—
Hostile action/forced abandonment factor	3.3	1 January 2008	—
B. Applicable to home country			
Incremental transportation factor	0-3.0		

F. Training

170. The estimated resource requirements for training for the period from 1 July 2010 to 30 June 2011 are as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Consultants	
Training consultants	185.7
Official travel	
Official travel, training	1 621.9
Other supplies, services and equipment	
Training fees, supplies and services	1 246.7
Total	**3 054.3**

171. The number of participants planned for the period from 1 July 2010 to 30 June 2011, compared with previous periods, is as follows:

(Number of participants)

	International staff			*National staff*			*Military and police personnel*		
	Actual 2008/09	*Planned 2009/10*	*Proposed 2010/11*	*Actual 2008/09*	*Planned 2009/10*	*Proposed 2010/11*	*Actual 2008/09*	*Planned 2009/10*	*Proposed 2010/11*
Internal	17	122	706	3	98	374	—	102	120
External[a]	169	254	220	146	10	41	6	3	15
Total	**186**	**376**	**926**	**149**	**108**	**415**	**6**	**105**	**135**

[a] Includes United Nations Logistics Base and outside the mission area

172. The resource requirements will be used for the predeployment training of incoming international staff at the United Nations Logistics Base and for the training of UNAMID personnel in the areas of human rights investigation and monitoring, public information methods, disarmament, demobilization and reintegration, security, gender mainstreaming, aviation safety and operations, ground transportation, medical services, water and sanitation, communications and information technologies, human resources management, financial management and budget preparation.

G. Disarmament, demobilization and reintegration

173. The estimated resource requirements for disarmament, demobilization and reintegration for the period 1 July 2010 to 30 June 2011 are as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Other supplies, services and equipment	
Other services	3 225.0
Total	**3 225.0**

174. The estimate of $3,225,000 proposed under "Other services" includes the provision of disarmament, demobilization and reinsertion support for the voluntary demobilization of 5,000 ex-combatants at an average cost of $635 per person for medical screening and counselling, reorientation advice and a transitional support package and transportation and resettlement costs. A provision of $10,000 has been included for community mobilization and awareness-raising activities.

H. Mine detection and mine-clearance services

175. The estimated resource requirements for mine detection and mine-clearance services for the period 1 July 2010 to 30 June 2011 are as follows:

(Thousands of United States dollars)

Category	Estimated value
Other supplies, services and equipment	
Mine detection and mine-clearance services	9 858.9
Total	**9 858.9**

176. The provision for mine detection and mine-clearance services encompasses funding for temporary international and national positions at an estimated cost of $2,238,800, contracts for route assessment and explosive ordnance disposal at an estimated cost of $6,061,506, travel at an estimated cost of $223,411, and other operating costs, including acquisition of equipment, fuel, insurance, maintenance of vehicles and communications, and administrative costs and supplies, estimated at $617,000. The provision also includes the management and service support fee of an implementing partner at the rate of $718,200.

177. The Operation's role in mine detection and mine-clearance activities is reflected in the following outputs included under expected accomplishments 2.1, 4.1 and 5.1 of the results-based-budgeting frameworks:

- Delivery of mine-risk education to internally displaced persons prior to their return repatriation to their areas of origin;
- Safety briefings on landmines/unexploded ordnance provided to all members of UNAMID prior to field deployment;
- General explosive hazard assessment of 297 villages in Northern, Southern and Western Darfur;
- Emergency unexploded ordnance assessment of 240 km^2 (60 per cent or 144 km^2 as reassessed and 40 per cent or 96 km^2 as new);
- Route survey along 2,844 km of roads and routes suspected of recontamination owing to ongoing conflict, and new route surveys along 948 km of roads and routes;
- Demolition of 600 unexploded ordnance items in order to eliminate explosive threats to the Darfur population and UNAMID convoys.

I. Quick-impact projects

178. The estimated resource requirements for quick-impact projects for the period from 1 July 2010 to 30 June 2011, compared with previous periods, are as follows:

Period	Amount (Thousands of United States dollars)	Number of projects
1 July 2008 to 30 June 2009 (actual)	2 989.9	45
1 July 2009 to 30 June 2010 (approved)	4 000.0	160
1 July 2010 to 30 June 2011 (proposed)	4 000.0	160

179. On the basis of a detailed review and assessment of requirements, the Operation has determined that there continues to be a need for quick-impact projects to ensure and enhance the relationship between the Operation and local communities. In the short to medium term, the aims of the quick-impact projects are progress in the national recovery process, improved access to rural and remote areas, support for the functioning of the rule of law, provision for local authorities and civil society and the creation of short-term employment opportunities in vulnerable communities. Quick-impact projects are introducing the use of stabilized soil blocks for the construction of infrastructure, for example, school buildings and community and health centres. It is hoped that the introduction of this technology will lead to a shift from the use of fired bricks to the use of stabilized soil blocks, which does not require the use of wood and therefore is more environmentally sustainable. Furthermore, stabilized soil block technology is aimed at curbing the environmental degradation that is a direct result of the human factor in terms of the encroaching desertification caused by the cutting down of trees for the production of fired bricks.

180. The resource requirements for quick-impact projects are aimed at improving local medical, educational, agricultural and sanitation infrastructure; providing equipment; developing projects to create short-term employment in support of peacebuilding and political stability; promoting the rule of law and human rights; providing protection and support to vulnerable groups; improving civil-military cooperation; and increasing access to basic services, particularly in rural and remote areas to which United Nations agencies, funds and programmes, donors or non-governmental organizations have no access.

III. Analysis of variances*

181. The standard terminology applied with respect to the analysis of resource variances in this section are defined in Annex I B of the present report. The terminology used is the same as that used in previous reports.

	Variance	
Military contingents	$18,423.2	3.6%

- **External: full deployment**

182. The increased requirements are attributed to the Operation's reaching full deployment of 19,315 military contingent personnel, as compared with the monthly average of 18,573 military contingent personnel assumed in the 2009/10 approved budget. Additionally, the increased requirements are due to the application of a lower delayed deployment factor of 10 per cent as compared with 18 per cent in the 2009/10 approved budget. The increased requirements are offset in part by a reduction in the provision for rations, due to the negotiation of new contracts.

183. The estimates of $529,611,300 are inclusive of $232,643,600 for troop costs, $31,542,300 for travel on emplacement, rotation and repatriation, $105,587,100 for reimbursement of major contingent-owned equipment, $118,709,200 for rations, and

* Resource variance amounts are expressed in thousands of United States dollars. Analysis is provided for variances of at least plus or minus 5 per cent or $100,000.

$41,129,100 for mission subsistence allowance payable to staff and liaison officers, recreational leave allowance, daily allowance, and death and disability compensation and for freight and deployment of contingent-owned equipment.

	Variance	
United Nations police	$26 061.2	17.8%

- **External: full deployment**

184. The additional requirements reflect the full deployment strength of 3,772 United Nations police during the budget period, as compared with the monthly average deployment strength of 3,386 police personnel assumed in the 2009/10 approved budget, as well as the application of a lower delayed deployment factor of 15 per cent as compared with the 20 per cent used in the 2009/10 approved budget. The increased requirements are offset in part by a reduction in the provision for rations, due to the negotiation of new contracts.

	Variance	
Formed police units	$5 950.3	8.5%

- **External: full deployment**

185. The additional requirements reflect the full deployment strength of 2,660 formed police personnel during the budget period, as compared with the monthly average deployment strength of 2,438 formed police personnel assumed in the 2009/10 approved budget, as well as the application of a lower delayed deployment factor of 12.5 per cent as compared with the 30 per cent used in the 2008/09 approved budget.

186. The requirements under this heading in the amount of $76,286,900 are inclusive of $31,597,200 for troop costs, $4,559,900 for travel on emplacement, rotation and repatriation, $21,227,000 for reimbursement of major contingent-owned equipment, $16,314,800 for rations and $2,588,000 for recreational leave allowance, daily allowance, and death and disability compensation and for freight and deployment of contingent-owned equipment.

	Variance	
International staff	$105 656.7	65.4%

- **Cost parameters: change in salaries**

187. The increased requirements are due to increased numbers of staff, with an average of 1,537 personnel across the year as compared with the average of 856 planned for 2009/10. All posts are proposed with a 25 per cent delayed recruitment factor, compared with the 35 per cent delayed recruitment factor in the 2009/10 period. The increased requirements are also attributable to the addition of 31 posts proposed for establishment during the 2010/11 period, primarily for the newly established Joint Operations Centre and the Facilities Management Unit. It is proposed that the 31 additional posts be funded for 6 months, with recruitment delays anticipated.

188. The increased requirements for salaries, including post adjustment, and common staff costs for international staff are also due to the new methodology based on the salary scales effective January 2010, pursuant to General Assembly resolution 63/250, on human resources management.

	Variance	
National staff	$10 013.5	17.8%

- **Cost parameters: change in salaries**

189. The additional requirements are attributable to several factors, mainly increases in salary for national staff owing to revisions in the local salary scales, and increases due to the application of the projected World Bank rate of exchange for 2011. Also for 2010/11, estimates for national General Service staff are based on the salary scale at the GS-4/II level (the previous level was GS-3/II), which is based on the actual average staff strength employed. For national officers, the salary scale will continue to be used at the NO-B/II level, used during the 2009/10 period.

	Variance	
United Nations Volunteers	$5 453.7	27.9%

- **Cost parameters: change in salaries**

190. The increased requirements are due primarily to the proposed addition of 59 international United Nations Volunteer positions requested for the 2010/11 period, 35 of which will support the Facilities Management Unit. The additional cost estimates are also attributable to the increase in costs for the various entitlements paid to United Nations Volunteer staff for the 2010/11 period.

	Variance	
General temporary assistance	$135.5	3.2%

- **Cost parameters: change in salaries**

191. The variance is attributable primarily to cost estimates for salaries, staff assessment and common staff costs derived from mission-specific actual average expenditure by grade level over the 2009/10 period and includes additional resource requirements for salaries, including post adjustment, and common staff costs for international staff pursuant to General Assembly resolution 63/250, on human resources management.

192. The cost estimates for general temporary assistance provide for 38 temporary positions (24 international and 14 national), for the Joint Mediation Support Team (11), the Darfur-Darfur Dialogue and Consultation Team (13) and the Conduct and Discipline Team (14). The computation of cost estimates is based on the same budgetary parameters for international and national staff, as described in paragraph 188 above.

	Variance	
Government-provided personnel	$36.1	14.8%

- **External: delayed deployment**

193. The variance is attributable to the application of a lower delayed deployment factor for government-provided personnel. Cost estimates for 2010/11 apply a 15 per cent delayed deployment factor, compared with 25 per cent applied for the 2009/10 period.

	Variance	
Consultants	($276.5)	(57.6%)

- **Management: change in policy**

194. The variance is attributable primarily to the reduced requirement for non-training consultants for the 2010/11 period, as the Operation intends to use in-house resources, where capacity exists, to develop strategies and carry out special projects. It is proposed that consultants be used to assist the Gender Advisory Unit in producing a comprehensive analysis of gender issues related to traditional mediation systems and transitional justice, and in carrying out an assessment of economic and livelihood opportunities for pre-identified target areas, together with recommendations for economic/livelihood activities that UNAMID and its partners can support with a view to the empowerment of women in the Darfur region.

195. The decrease referred to above is offset partially by an increased requirement for training-related consultants to conduct in-house training courses for Operation staff. This increased requirement represents a change in the Operation's policy: more in-house training sessions are now conducted with external consultants, who are able to train a greater number of staff at a lower cost than would be incurred by sending staff abroad. The Operation also anticipates that the use of training consultants will not only result in economies of scale, but also enhance the capacity of in-house trainers to carry out the training courses on their own at later stages.

	Variance	
Facilities and infrastructure	$22 778.1	9.4%

- **Management: additional outputs and inputs**

196. The variance reflects primarily increased requirements for contingent-owned equipment self-sustainment and the acquisition of water and septic tanks. Increased requirements for contingent-owned equipment self-sustainment ($10,548,700) reflect the higher deployment of military and police personnel as compared with the previous period, and include 10 per cent and 12.5 per cent delayed deployment factors for military and police personnel, respectively. The estimates for water and septic tanks relate to the enhancement of the existing water storage capacity within the mission area. During the 2010/11 period, the Operation intends to acquire water storage equipment, septic water storage tanks for recycling, water bladders, water pumps and water saving appliances. The Operation also intends to procure solar-powered submersible pumps, to be installed as a stand-alone, without the requirement of generator power, as a "green initiative".

197. Increased resource requirements for spare parts and security services are directly related to the anticipated full or higher deployment of military and civilian personnel for the 2010/11 period. Spare parts and supplies related to generators, water purification equipment, waste water treatment plants and refrigeration equipment; pass and identification consumables; and water testing chemicals are required for the 2010/11 period. The increase in security services is attributable to the provision of security services at the UNAMID office in Addis Ababa through an outsourced contract with a local company, sustainment support for 202 armed security personnel provided by the Government of the Sudan at $8 per person per day, and the reimbursement of residential security guard costs for 40 per cent (less delayed deployment) of military observers, staff and liaison officers, United Nations police and International United Nations Volunteers, which will be accommodated with the local economy.

	Variance	
Ground transportation	$4 324.0	13.8%

- **Management: additional outputs and inputs**

198. The variance under this heading is attributable mainly to the acquisition of vehicle workshop equipment and vehicles during the 2010/11 budget period. The Operation intends to procure CarLog kits and related software for the effective monitoring and maintenance of the Operation's fleet, as well as workshop equipment required to enable mobile workshop units to provide servicing to deep field locations. The Operation also intends to acquire 31 new and 4 replacement vehicles in various categories, related mainly to airfield support and water and environmental operations. The increased requirement is offset in part by the decrease in the average cost of fuel from $1.73 per litre in the 2009/10 budget to $1.24 per litre in the 2010/11 proposed budget.

	Variance	
Air transportation	$64 932.4	31.3%

- **Management: additional outputs and inputs**

199. The variance is attributable primarily to increased resource requirements for air support for passenger and cargo transport as a result of poor road infrastructure and the extremely volatile security situation in Darfur. The increased requirements for fixed-wing aircraft are due mainly to the higher guaranteed costs involved in the renegotiation for assets deployed in the mission area, the reconfiguration of the air fleet to match the available aviation infrastructure in Darfur and a 3.6 per cent increase in overall flight hours. In addition, increased requirements related to rotary-wing aircraft are associated with higher guaranteed costs involved in the renegotiation for assets deployed in the mission area, as well as a 12 per cent increase in overall flying hours (a 31 per cent increase for passenger transport and a 1 per cent increase for cargo transport, with reconnaissance remaining the same and casualty/medical evacuation search and rescue declining by 33 per cent).

200. The cost estimate of $272,347,600 for air transportation includes rental and operation requirements of $202,819,300, fuel requirements of $57,419,800, landing

fees and ground handling charges of $5,024,500, equipment and supply requirements of $3,086,800 and liability insurance costs of $581,700.

201. The fuel requirements represent a decrease from the 2009/10 provision, owing to the lower average fuel price of $1.04 per litre in 2010/11, compared with $1.17 per litre in 2009/10. The planned consumption for 2010/11 is 48,400,000 litres, compared with 43,000,000 litres planned for 2009/10.

	Variance	
Communications	($2 639.8)	(4.5%)

- **Management: reduced inputs and same outputs**

202. The variance is attributable primarily to the lower requirement for communications and public information equipment, as 95 per cent of acquisitions were completed during the previous fiscal periods.

203. The reduced requirement is offset partially by contingent-owned equipment self-sustainment and commercial communications, both owing to the higher level of deployment in the mission area during the 2010/11 period. Also offsetting the reduced requirements are the increases in spare parts and communications support services. The additional requirement for spare parts is attributable to the increased number of assets in the mission area compared with previous fiscal periods, with costs based on 4 per cent of total Operation holdings, as compared with the standard provision of 7.5 per cent. Additional resources for communications support services relate to the requirement for 60 international contractors to provide expanded coverage to supercamps and remote team sites.

	Variance	
Medical	$6 289.6	29.4%

- **External: delayed deployment of military personnel and police**

204. The variance is attributable to a higher provision for contingent-owned equipment self-sustainment as a result of the higher deployment of military contingents and formed police personnel compared with the 2009/10 period, as well as the replacement of 58 units of medical equipment owing to normal wear and tear and damage beyond economical repair.

205. The increased requirements are offset partially by the reduced requirements for medical supplies owing to the local procurement of drugs and consumables and to the Operation's decreased dependency on external service providers for aero-medical evacuations, specialist consultations, specialized laboratory and X-ray services and hospitalization in non-mission facilities.

	Variance	
Special equipment	$4 334.2	114.5%

- **External: delayed deployment of military personnel and police**

206. Additional requirements of $4,323,900 provide for contingent-owned equipment self-sustainment and are based on the planned deployment schedule for

military contingent and formed police personnel, standard reimbursement rates and draft memorandums of understanding, and are inclusive of 10 per cent and 12.5 per cent delayed deployment factors for military contingent and formed police personnel, respectively.

		Variance
Other supplies, services and equipment	$29 181.4	147.7%

- **Management: additional outputs and inputs**

207. The increased requirement is attributable primarily to the provision of the inland transportation of United Nations-owned equipment through a third-party logistics contract. The logistics contract will cover customs clearance, freight forwarding, inland transportation and other related services between Port Sudan, El Obeid, Khartoum and Darfur using road, rail or aviation links.

208. In addition, higher resources are due to increased requirements for the disarmament, demobilization and reintegration of 5,000 members of armed groups in 2010/11 compared with the 4,700 estimated during the 2009/10 period. The increased provision is intended to provide for community awareness-raising and mobilization activities through workshops and training programmes.

IV. Actions to be taken by the General Assembly

209. **The actions to be taken by the General Assembly in connection with the financing of UNAMID are:**

(a) **Appropriation of the amount of $1,899,367,200 for the maintenance of the Operation for the 12-month period from 1 July 2010 to 30 June 2011;**

(b) **Assessment of the amount of $158,280,600 for the period from 1 to 31 July 2010;**

(c) **Assessment of the amount of $1,741,056,600 at a monthly rate of $158,280,600, should the Security Council decide to continue the mandate of the Operation.**

V. Summary of follow-up action taken to implement the decisions and requests made by the General Assembly in its resolution 61/276 and requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the Assembly, and of the United Nations Board of Auditors

A. General Assembly

(Resolution 61/276)

Decision/request	*Action taken to implement decision/request*
Section II: budgeting and budget presentation	
When submitting future budget proposals and performance reports, include information on the most significant management decisions relating to the mission's budget and its implementation, including those related to operational costs (para. 2)	Resource planning assumptions are submitted as supplementary information within the UNAMID budget report. The performance report sets out mandate, results of implementation and most significant management decisions, and these are reflected in the performance report for the 2008/09 period
Budget submissions should reflect management improvements and efficiency gains to be achieved and present future strategies in that regard (para. 4)	Details on efficiency gains have been included in the 2010/11 budget
Improve control over obligations due to the significant increase in the cancellation of prior-period obligations (para. 6)	The self-accounting units in the Operation review and validate the prior-period obligations on a monthly basis. During the 2009/10 period, steps were taken to link the vetting process for the approval of new requisitions to the payment of prior-period unliquidated obligations to further ensure liquidation in due course and minimize the cancellation of prior-period obligations The Operation is continuously monitoring outstanding obligations with programme managers to ensure their early settlement
Section III: results-based budgeting	
Integrate operational, logistical and financial aspects fully in the planning phase of peacekeeping operations by linking results-based budgeting to the mandate implementation plans of peacekeeping operations (para. 2)	Resource requirements for 2010/11 are closely related to the operational planning for UNAMID, including the deployment of the Operation. Substantive activities expected to be undertaken during the year are reflected in the results-based-budgeting frameworks for the Operation, to which planned logistical, staffing and financial requirements for the budget period are closely linked

Section VII: staffing, recruitment and vacancy rates

Make greater use of national staff, as appropriate, commensurate with the requirements of the mission and its mandate (para. 3)	Implemented as part of the staffing review exercise. The proposed 2010/11 budget includes 29 new National Officer posts, proposed to provide more managerial-level opportunities to national staff
Ensure that vacant posts are filled expeditiously (para. 4)	The Operation has taken significant steps to expedite the recruitment process. Actions taken are summarized in the following categories: **International staff** UNAMID has made a substantial effort to fill all vacancies and, as a result, has increased the incumbency rate from 66 per cent (as at 30 June 2009) to 73 per cent (as at 31 December 2009). However, the major challenge in the deployment of international staff remains the reluctance of applicants to serve in Darfur, as well as new recruitment standard operating procedures, effective 1 July 2009. In total, 180 offers were declined, and 198 staff members have separated from the Operation since January 2008. While the Operation does not maintain statistics on interview invitations, it estimates that, for every candidate who accepted an invitation to be interviewed for a post, there was one candidate who declined an invitation. UNAMID attributes the lack of interest in the Operation to general security concerns and the harsh living and working conditions in Darfur **National staff** The Operation continues its efforts to recruit and train national staff. Announcements of vacant national positions are posted outside UNAMID headquarters in El Fasher, at sector offices and in other mission areas requiring national staff. Vacancy announcements are also posted outside universities and in city centres. In addition to posting vacancy announcements, UNAMID is currently conducting outreach in order to distribute vacancy announcements and personal history forms to universities, professional organizations and other departments so as to meet and attract applicants from all walks of life. Local newspapers and radio channels have also been utilized to inform the population about vacancies. As a result of those efforts, UNAMID had recruited 2,518 national staff, representing 74 per cent of authorized national posts, as at 31 December 2009

Review the staffing structure of missions on an ongoing basis, bearing in mind, in particular, the mission's mandate and concept of operations, and reflect this in budget proposals, including full justification of any additional posts proposed (para. 5)	The results of the detailed staffing review exercise are reflected in the budget proposal. The exercise resulted mainly in: (a) Redeployment of posts from mission headquarters to sector headquarters and team sites. The redeployment will facilitate the additional delegation of authority, streamline administrative structures and improve overall operational effectiveness by moving decision-making and resources closer to the source (b) Reassignment of posts to sections with expanding requirements in line with their mandated activities and/or the number of locations requiring coverage (c) Abolition of posts, taking into account the current scope of activities and experience on the ground (d) Capacity-building of national staff through the conversion of national General Service staff posts to National Officer posts and, in some cases, the abolition of international posts and the establishment of National Professional Officer posts
Section IX: training	
Provide professional development opportunities for national staff and fully include them in all relevant training programmes (para. 2)	Implemented as part of the 2010/11 proposed budget
Section XIII: air operations	
Improve the formulation of resource requirements for air operations in budget submissions to make them more reflective of actual operations, bearing in mind the overbudgeting of air transportation requirements in some peacekeeping operations (para. 3)	The preparation of the 2010/11 estimates is based on a careful assessment of air transportation requirements to support the full deployment of military, police and civilian personnel
When reviewing their transportation requirements, missions must take into account means that are efficient, cost-effective and responsive to their operational needs and that ensure the safety of their personnel and take fully into account the unique mandate, complexities, specificities and operational conditions of each mission (para. 4)	Transportation requirements continue to be defined to a large extent by the poor infrastructure and difficult terrain in Darfur. Given the significant reliance to date on airlift to support the deployment of UNAMID, the proposed budget for 2010/11 reflects the continuing reliance of the Operation on air assets to transport personnel and cargo and conduct its patrolling activities
Conduct aviation quality inspections and aviation assessments to confirm that established standards are being fully complied with (para. 6)	Aviation quality assurance is a mandatory requirement set out by the Department of Field Support. At the operational level, it is implemented in the form of the on-the-job and recurrent training of aviation personnel,

	internal quality inspections and audit, and quarterly air carrier performance evaluation reports submitted to United Nations Headquarters
Section XVIII: quick-impact projects	
Quick-impact projects should be implemented with minimal or no overhead charges in order to ensure that the maximum amount is spent for the direct benefit of the local population (para. 5)	UNAMID administers its quick-impact projects programme from within existing resources. In addition, every effort is made to ensure that quick-impact projects are carried out with minimal or no overhead charges, where possible
Funding for quick-impact projects for the third year of a mission and beyond may be requested if there is a requirement for confidence-building activities, in which case a needs assessment should be conducted (para. 6)	Implemented as part of the 2010/11 proposed budget, which includes a requirement of $4 million for quick-impact projects based on an assessment of ongoing needs for support in the community
Coordination with humanitarian and development partners should be made in order to avoid duplication and overlap of activities between missions and humanitarian and development partners in the field (para. 7)	The request for quick-impact project resources will not overlap with or duplicate the activities of UNMIS or of United Nations funds and programmes in Darfur. The Operation has established a mechanism for close collaboration between humanitarian and development partners in the area of operations through shared knowledge of activities undertaken by each component. Additionally, all projects are thoroughly reviewed prior to implementation in order to eliminate the possibility of overlap
Mission budgets allocated for quick-impact projects should not be used to finance humanitarian and development activities already being carried out by United Nations agencies or other international organizations (para. 8)	UNAMID continues to implement quick-impact projects in accordance with this directive
Section XX: regional coordination	
Develop and implement regional coordination plans aligned to the objectives of missions, keeping in mind the specific mandate of each mission (para. 2)	Information on regional coordination is submitted as part of the UNAMID budget report. Inter-mission activities include the sharing of air assets, the repair and maintenance of vehicles, shared space for offices and other common services in UNMIS, and the storage and movement of cargos. In addition, the Operation has deployed military liaison officers at the headquarters of both UNMIS and MINURCAT, as well as engaged the Electoral Assistance Unit to determine the permanent status of Darfur

Section XXI: partnerships, country team coordination and integrated missions	
Provide, in the context of the budget submissions of complex integrated peacekeeping missions, a clear description of the role and responsibility of missions vis-à-vis integrated mission partners as well as the strategies of the missions for enhancing coordination and collaboration with United Nations country teams in order to achieve better results under relevant components (para. 2)	Not applicable (UNAMID is not an integrated operation)

(Resolution 63/258 B)

Request/recommendation	*Action taken to implement request/recommendation*
Ensure that proposed peacekeeping budgets are based on the relevant legislative mandates (para. 10)	Implemented, as reflected in the mandate and planning assumptions and results-based-budgeting frameworks
Take steps to ensure that all personnel adhere fully to the security procedures in place (para. 13)	Implemented. The minimum residential operating standard is adhered to, and security procedures are in place. The Security Section is continuously monitoring adherence to the procedures in place
Ensure that future budget submissions contain sufficient information, explanation and justification of the proposed resource requirements relating to operational costs in order to allow Member States to take well-informed decisions (para. 17)	Detailed information is provided in the budget report on the driving factors related to the computation of cost estimates (see sect. III above)
Ensure that the activities of the Child Protection Unit are carried out in an integrated manner and that its resource requirements are appropriately reflected in the next budget submission (para. 18)	Implemented. The staffing table reflects posts proposed for the Child Protection Unit. Pursuant to the staffing review included in the 2010/11 budget, the Child Protection Adviser will report directly to the Joint Special Representative to ensure the integration of activities. The resource provisions are tied to the respective results-based-budgeting outputs, as well as to the staffing table of each component
In order to reduce the cost of employing General Service staff, continue efforts to recruit local staff for the Operation against General Service posts, commensurate with the requirements of the Operation (para. 19)	Not applicable. The Operation's staffing table does not include international General Service posts

Taking note of the report of the Office of Internal Oversight Services and the comments of the Secretary-General thereon, ensure the full implementation of the recommendations (para. 20)	Implemented
Recognize the importance of strengthened accountability in the Organization and of ensuring greater accountability of the Secretary-General to Member States, inter alia, for the effective and efficient implementation of legislative mandates on procurement and the related use of financial and human resources, as well as the provision of necessary information on procurement-related matters to enable Member States to make well-informed decisions (para. 21)	Implemented
Ensure that all procurement projects for the Organization are in full compliance with relevant resolutions (para. 22)	Implemented. All procurement projects for the Operation are in full compliance with the relevant resolutions
Ensure that lessons learned from the previous application of flexibility and administrative procedures are fully taken into account and report thereon in the performance report of the African Union-United Nations Hybrid Operation in Darfur (para. 23)	Implemented
Advise the General Assembly on measures to ensure the compliance of management with the audit and recommendations of the Office of Internal Oversight Services (para. 24)	The Independent Audit Advisory Committee followed up on the recommendations made by the Office of Internal Oversight Services (OIOS) with respect to UNAMID at its eighth and ninth sessions. Both OIOS and management have provided information on the status of implementation. The Committee has requested information from OIOS on the risks associated with recommendations not accepted by management. The Committee will consider the information provided by OIOS and submit its comments and/or recommendations to the General Assembly in accordance with the Committee's terms of reference

B. Advisory Committee on Administrative and Budgetary Questions

(A/63/606)

Request/recommendation	*Action taken to implement request/recommendation*
In view of the obstacles hindering the ground transportation of heavy equipment (see A/63/544, paras. 7 and 12) and the consequent backlog of containers, vehicles and break bulk cargo in Port Sudan and El Obeid, the Committee notes the efforts undertaken by the Operation to expedite the transport of contingent-owned equipment by relying more heavily on air transport. The Committee recommends a cautious approach in this context to ensure that, to the extent possible, contingents and their equipment arrive in theatre at approximately the same time (para. 25)	Implemented. To the extent possible, all efforts are made to ensure that contingents and their equipment arrive in theatre at approximately the same time. During the 2009/10 period, various measures were put in place to ensure that contingents and equipment were deployed simultaneously in the Operation. Most prominent was the establishment of a third-party logistics contract that included the transportation of goods and equipment from Port Sudan to Darfur through air, land and rail links. Once received at the port, equipment is normally classified according to the requirement for it in the Operation. For example, most urgently needed items are normally airlifted either with Operation air assets or through third-party logistics services. The Operation plans to clear most (if not all) of its backlog at Port Sudan and at the regional logistics bases to expedite the deep deployment process. However, it is very likely that similar arrangements would need to be continued during the 2010/11 period to ensure speedy deployment in compliance with the Committee's recommendation
The Advisory Committee expects that the staffing review will be completed on schedule in the context of the budget report for 2010/11 (para. 32)	Implemented

(A/63/746/Add.4)

Request/recommendation	*Action taken to implement request/recommendation*
The Advisory Committee urges the Secretary-General to ensure that all outstanding claims are settled expeditiously (para. 7)	As directed by the General Assembly, the Secretariat endeavours to settle death and disability cases within the prescribed three-month period. However, not all cases can be settled within that time frame. Claims may remain in processing because: (a) confirmation is required from the field operation that the death or disability was mission- or service-related; or (b) additional medical information is required from Member States to confirm the extent of permanent impairment, together with a report from treating physicians regarding the completion of all treatment and the achievement of maximum improvement in order to determine permanent loss of function

While noting the significant improvement in the budget presentation, the Advisory Committee stresses the need for a cautious and realistic approach to the formulation of indicators of achievement and encourages UNAMID to be guided by SMART (specific, measurable, attainable, reasonable and time-bound) principles (para. 13)	Implemented. Indicators of achievement as included in the results-based-budgeting frameworks were formulated in accordance with SMART principles
The Advisory Committee notes the efforts made to facilitate the recruitment of civilian staff and encourages UNAMID to take further steps to address the high turnover rate and to report on progress made in the performance report for 2008/09 (para. 27)	Extraordinary measures for international civilian recruitment has enabled UNAMID to obtain staff from downsizing missions on lateral reassignment pending competitive selection. This has reduced the vacancy rate from 34 per cent (as at 30 June 2009) to 28 per cent (as at 31 December 2009). However, the Operation is still facing a huge challenge in filling all vacancies, owing to the security situation and harsh living conditions
Since UNAMID has been in operation for some time, the Advisory Committee recommends that the Secretary-General re-examine the role and operational requirements of the Joint Support and Coordination Mechanism in the light of the experience gained and report his findings in the context of the next budget submission (para. 29)	In progress. Pursuant to the recommendation of the Committee, a comprehensive review of the functions and responsibilities of the Joint Support and Coordination Mechanism in particular and the United Nations peace and security presence in Addis Ababa in general is currently under way in an effort to integrate United Nations support for the African Union
With a view to ensuring the most efficient use of air assets and maximizing cost savings, the Secretary-General, bearing in mind the specific operational requirements of the two missions, may wish to explore the feasibility of implementing joint air operations with UNMIS, including the utilization of long-term charters for troop rotation (para. 44)	UNAMID and UNMIS are sharing air assets wherever operationally possible. (UNAMID is sharing an MD-83 with UNMIS on the basis of a 70:30 ratio.) However, as the two missions have different areas of operation, joint air operations may not be feasible. In addition, the two missions are jointly undertaking rehabilitation projects on those airfields being used by both of them
The Advisory Committee is of the view that regional mission cooperation initiatives are essential in order to maximize the efficient use of financial and human resources and to promote the exchange of information and best practices. The performance report for the 2008/09 period should include an analysis of the effectiveness of existing cooperation mechanisms, focusing on the added value they bring to the activities of UNAMID (para. 47)	An analysis of the effectiveness of existing cooperation mechanisms is included in the performance report

While the Advisory Committee welcomes the fact that the Disarmament, Demobilization and Reintegration Section has begun its work, the Committee reiterates that the deployment of staff required for disarmament, demobilization and reintegration activities should be done in a phased manner, taking into account actual developments and needs on the ground (para. 49)	In cognizance of the recommendations of the Advisory Committee, together with the establishment and functioning of the national disarmament, demobilization and reintegration commissions in the 3 States of Darfur and the launch of the child and adult disarmament, demobilization and reintegration programme across Darfur, the Disarmament, Demobilization and Reintegration Section deployed to the three sectors to provide the technical assistance needed for planning and implementation. The status of the Section's staffing as at 31 December 2009 was as follows: On board: P-4 x1 Disarmament, Demobilization and Reintegration Officer (Acting Chief), P-3 x1 Disarmament, Demobilization and Reintegration Officer, UNVs x2 disarmament, demobilization and reintegration officers and NS x1 Office Assistant On travel status: P-3 x3 disarmament, demobilization and reintegration officers Interviewed (Field Central Review Board): P-2 x7 disarmament, demobilization and reintegration officers The 2010/11 budget proposal includes provision for 1 D-1 and an additional P-4 for Disarmament, Demobilization and Reintegration
The Advisory Committee welcomes the lower cost structure embedded in the new rations contract. Nevertheless, it points out that, under the new contract, the average ceiling rate for rations is $18 per person per day, which remains significantly above the corresponding rate for UNMIS ($6.34 for the period from 1 July 2008 to 30 June 2009 (see A/62/781/Add.14, para. 16)). The Committee urges the Secretary-General to analyse further the factors contributing to the persistently high ceiling rate for rations at UNAMID and to explore ways of further reducing costs (para. 51)	Under the interim contract ending on 27 April, all rations were flown in from Dubai and to all contingent locations, and that is why the cost per person per day was high. Under the new rations contract, as from 28 April 2009, there is an average cost per person per day of $13.36, which is computed at 30 per cent by air and 70 per cent by road

C. Board of Auditors

(A/63/5 (Vol. II))

Request/recommendation	*Action taken to implement request/recommendation*
End-of-service liabilities	
The Board noted that some staff members' unused annual leave balances used in computation of the accrued end-of-service liabilities was not accurate (para. 37)	Attendance recording is now automated, and unused leave balances are reconciled by updating records in the automated attendance databases, including Matrix and IMIS. In addition, hardcopy leave records are kept on file. Those measures helped the Human Resources Section to ensure the accuracy of leave balances
Sole-source contract	
The Board recommends that the Administration: (a) negotiate with the vendor for the heavy support package for Darfur the management fee in the best interest of the United Nations; and (b) take into account the potential changes in contract value when establishing fixed price management fee contracts in future procurements (paras. 97-99 and 106-107)	(a) Negotiations are always carried out in the best interest of the United Nations (b) The recommendation has been noted and will be adhered to
The Board recommends that the Administration: (a) develop a procurement strategy as early as possible, especially for the start-up missions; and (b) conduct adequate market surveys before seeking the sole-source approach to ensure the transparency of the procurement process (paras. 100-103)	(a) Implemented. The Operation has put in place a procurement strategy in order to carry out its procurement functions effectively (b) Implemented. The Procurement Section conducts market research surveys both locally and regionally. However, sole-sourcing is requested by the self-accounting units only when requirements dictate. This is normally the case for original equipment manufacturers
Late submission for review	
The Board recommends that the Administration: (a) carry out acquisition planning well in advance to allow due processes to take place in accordance with the requirements of the Procurement Manual; and (b) strengthen the monitoring of contracts to avoid extending contracts beyond the not-to-exceed amounts (paras. 112 and 115-117)	(a) Implemented. Self-accounting units prepared acquisition plans detailing their procurement plans, and these were compiled by the Procurement Section to allow due processes to take place in accordance with the requirements of the Procurement Manual (b) The Contracts Management Section monitors the performance of contracts and ensures that they are not extended beyond the not-to-exceed amounts

Requisition and procurement time frames analysis at missions	
The Board reviewed the requisition time frame (from requisition initiation to requisition approval) and procurement time frame (from requisition approval to purchase order approval) and made the observation that the significant delay was mainly attributed to the lengthy requisition time frames, ranging from 65 to 157 days. The Board reiterates its previous recommendation that the Administration ensure that UNAMID identifies the causes for the lengthy lead times in the requisitioning and procurement processes and adopts measures to ensure that the requisitions and purchase orders are issued within reasonable time frames (paras. 128-129)	Implemented. Requisitions are tracked by a procurement tracking database to reduce lengthy requisition time frames where possible. This enables the Operation to track procurement at every stage of the process and greatly enhances requisition management
Technical evaluation	
The Board recommends that the Administration ensure that for future procurement activities, UNAMID carries out a careful analysis to determine whether procuring items in smaller lots will result in significant cost savings (paras. 149-152)	Procurement works to achieve the best possible economies of scale in the purchase of goods and services
Bid submission time frame	
At UNAMID, on the basis of sample tests carried out, four cases were noted where the submission time was less than the minimum time required in the Procurement Manual. This might have resulted in the low submission rate of 14 per cent of the vendors invited to bid. The Board recommends that the Administration ensure that UNAMID complies strictly with the requirements of the Procurement Manual relating to the minimum time frames for the submission of proposals and responses to requests for quotations, invitations to bids and requests for proposals (paras. 159-160)	The recommendation has been noted. The Operation fully complies with the Procurement Manual, ensuring that stipulated requirements relating to the minimum time frames for the submission of proposals, responses to requests for quotations, invitations to bid and requests for proposals and time frames are strictly adhered to
Performance bonds and liquidated damages	
At UNAMID, several contracts had been entered into without a liquidated damages clause and the delivery dates for three contracts had expired for more than two months and the related goods had not been received (para. 172)	A liquidated damages clause is included in all Operation contracts

Physical verification by the property control and inspection units

The Board noted that the Department of Field Support had issued a directive on 21 January 2008 requesting all missions to ensure that a 100 per cent physical inventory check was conducted and completed before the end of the financial year. UNAMID was among the missions that carried out less than 90 per cent coverage of physical verification. The Board further noted that the coverage of physical verification on non-expendable property for UNAMID was quite low and is concerned that incomplete physical verification of non-expendable property could affect the completeness, accuracy and validity of the amount of $1.56 billion disclosed in the notes to the financial statements (paras. 214-216)

The physical inspection of non-expendable assets had increased to 72 per cent by 30 November 2009, representing 55 per cent of total asset value. The Operation is now inspecting 6,000 assets per month and will achieve 100 per cent coverage of assets by the end of 2009/10. The Operation is now generating discrepancy reports on a monthly basis, in coordination with self-accounting units and the Receiving and Inspection Unit

Stock level ratios and surplus

UNAMID had a high stock level of non-expendable property valued at $47.24 million, or 82 per cent of the total value of non-expendable property. The Board is concerned that high levels of non-expendable property in stock might result in waste, deterioration and obsolescence as well as possible loss due to theft. Furthermore, the Organization has incurred financial, administrative and warehousing costs in maintaining such assets. The Board reiterates its previous recommendation that the Administration expedite the review of non-expendable property at all missions to ascertain the realistic quantities that should be held (paras. 223 (b) and 224-225)

The Operation takes note of the recommendation and confirms that all stock ratios applied in the 2010/11 budget estimates are based on the review of the existing stocks of non-expandable property in the Operation

Classification of non-expendable property

Non-expendable property includes property or equipment valued at $1,500 or more per unit at the time of purchase and having a service life of at least five years. However, at UNAMID, 3,913 items with unit prices higher than $1,500 but with a serviceable life of less than five years had been classified as non expendable property. The Board recommends that the Administration ensure that UNAMID correctly classifies expendable property and non-expendable property according to the Property Management Manual (paras. 239 and 242)

Decisions involving the issue of the classification of property are made at Headquarters. The Operation implements asset classification in accordance with the DPKO threshold list. All assets included in the Operation's record are classified according to that list. The Operation has therefore correctly classified expendable property and non-expendable property on the basis of the DPKO Property Management Manual

Efficiency of deployment and replenishment of strategic deployment stocks

Significant delays occurred for two start-up missions, UNAMID and MINURCAT, in performing receipt and inspection procedures on strategic deployment stocks shipped from UNLB. The UNLB monthly report showed that as at 30 September 2008, receipt and inspection procedures for strategic deployment stocks valued at nearly $6.64 million in MINURCAT and $16.13 million in UNAMID were not performed for more than 90 days after their departure from UNLB. The Board recommends that the Administration: (a) ascertain the reasons for the delays in the deployment and replenishment of strategic deployment stocks; and (b) review the current replenishment trigger mechanism and related procedures with a view to facilitating the more timely replenishment of strategic deployment stocks (paras. 252 (c) and 255)

The inability of UNAMID to acknowledge the receipt of strategic deployment stocks in a timely manner reflects the logistical challenges faced by the Operation in the early months, which continue to preoccupy property managers and self-accounting units. A review of the historical reasons (some of which remain today) follows:

(a) Assets were deployed and distributed in theatre without the necessary accounting controls, owing primarily to the urgency of needs in the field

(b) Slow deployment of property management staff and infrastructure

(c) Delay between arrival of assets at port of entry, release by host government and arduous overland transport to mission area for receipt and inspection action

Regrettably, those factors have also had an impact on other missions transferring assets to UNAMID and are not limited to strategic deployment stocks

Management has adopted a two-tiered strategy as follows:

(a) Reconciliation of strategic deployment stocks and inter-mission transferred assets received in the Operation prior to 1 January 2009, through a field verification exercise conducted by the Property Control and Inventory Unit in collaboration with the Receiving and Inspection Unit, which is gradually reducing the value of unacknowledged assets

(b) Ensuring that sufficient staff and procedures are in place to immediately receive, inspect and acknowledge all new strategic deployment stocks and other assets within the stipulated time frames thereby preventing further increases in the backlog

In September 2009, unacknowledged strategic deployment stocks totalled $9.2 million, compared with $16.1 million the prior year. This represents a 43 per cent reduction in the backlog over a 12-month period. It should be noted that some of these assets are deployed in places to which access is restricted, with impediments to free movement

CarLog system and trip tickets

The Board noted that the CarLog system had not been installed in all the vehicles in UNAMID. The Board recommends that the Administration ensure that UNAMID makes every effort to have a fully functional CarLog system (paras. 274 and 276)	CarLog units were received on 21 October 2009, and the Operation is making efforts to ensure that a fully functional CarLog system is in place. It has begun installation in phases. The process of implementing the system has begun at the El Obeid, Port Sudan and Entebbe offices, to be followed by UNAMID headquarters and sector headquarters. Upon the conclusion of those phases, mission-wide implementation will be carried out
At UNAMID, records of usage of vehicles without the CarLog system were maintained by filling out trip tickets. Based on sample tests carried out on trip tickets, the Board noted that 15 trip tickets from April to June 2008 and 14 fuel receipt forms from April to June 2008 had not been submitted to the Transport Section. The Board recommends that the Administration ensure that UNAMID complies strictly with the requirements for the submission of vehicle trip tickets and fuel receipt forms (paras. 278-280)	The recommendation is under implementation. The Operation is gradually installing the CarLog system in phases, and the system is already having an effect in terms of reducing the number of manual trip tickets. The manual trip ticket system will eventually be eliminated, upon full implementation of the CarLog system

Data discrepancies

At UNAMID, there were 651 vehicles in the mission as at 30 June 2008. However, the Galileo system showed that there were only 356 vehicles in the inventory and the other 295 vehicles were in transit as at 30 June 2008. The Board recommends that the Administration ensure that UNAMID investigates the causes of the discrepancies relating to the use of vehicles and takes appropriate measures to rectify them (paras. 295-296)	The discrepancies were attributed primarily to the physical transfer from UNMIS to UNAMID of vehicles that were not listed in the Galileo inventory at the time. The Galileo record was updated to reflect those transfers

Fuel management

UNAMID and the fuel contractor had not established a mission reserve of fuel up to the date of audit. The Board is concerned that the absence of a strategic reserve stock of fuel could expose UNAMID to the risk of being out of fuel when unexpected incidents take place. The Board recommends that the Administration ensure that UNAMID maintains adequate stock levels of fuel for contingency purposes (paras. 301-303)	The Operation established a fuel stock depot in Nyala on 14 April 2009, in El Geneina on 15 May 2009 and in El Fasher on 15 June 2009 to keep reserve stocks of fuel. Since then, the Operation has maintained adequate stock levels of fuel for contingency purposes

Based on sample tests carried out at UNAMID, the records of fuel consumption and mileage for 14 vehicles from April to June 2008 could be traced, with fuel consumption varying from 2.6 to 23.9 litres per 100 kilometres. The Board is concerned that the inadequate internal control to monitor the consumption of fuel might increase the possibility of a risk of fraudulent activity. The Board recommends that the Administration ensure that UNAMID investigates the reasons for the unusual fuel consumption and takes appropriate measures to avoid a recurrence (paras. 305-307)	The Operation takes note of the recommendation and has taken the following actions: (a) UNAMID has introduced "blue-dyed" diesel fuel. This new type is exclusive to UNAMID, as the colour of the diesel fuel received by the Operation is blue, compared with the pink stock normally sold on the local market (b) Staff members have been encouraged to complete manual trip tickets both for mileage driven and for fuel received. Military Police has been tasked with conducting random checks at various locations in the Operation to ensure that staff members follow those instructions (c) The Operation is also in the process of installing the CarLog system (which was recently received) in its entire fleet. The system will not only control access to vehicles and reduce the number of carjacking incidents, but also serve as an automated fuel and mileage recording system. Data will be downloaded from CarLog at regular intervals to monitor fuel consumption and service histories (d) Military Police has been tasked with investigating all cases related to fuel theft in the Operation area and to report such cases to the Chief Transport Officer as soon as they surface
At UNAMID, fuel consumption was manually checked by staff. The electronic fuel accounting system had not been implemented to track fuel consumption. The Board had not obtained fuel consumption reports in other sectors, except for El Fasher, for both vehicles and generators, although it was informed that such records were allegedly being kept in other sectors. The Board recommends that the Administration ensure that UNAMID expedites the implementation of the electronic fuel accounting system as soon as possible in order to improve the management of fuel (paras. 313-314)	The Operation is awaiting the establishment of the advanced electronic fuel management system. The new system is being evaluated and tested at United Nations Headquarters
Water equipment and water well	
At UNAMID, the planned acquisition of water purification equipment in the 2007/08 budget included 60 module I (basic water treatment) plants; 20 module II (water desalination) units; 350 clean water storage tanks, roof-covered, flexible and collapsible; 100 stand-alone surface water intake systems; 30 critical water quality parameter laboratories; and 15 complete water	The Operation aggressively pursued the delivery of all remaining water treatment equipment with the supplier. An additional 33 water treatment plants were requisitioned during the 2008/09 period to meet the projected water treatment plant requirements of the Operation. Troop-contributing countries in a wet-lease arrangement with the United Nations were encouraged to bring appropriate water treatment plants into theatre

quality parameter laboratories. However, only 18 module I plants and 1 module II plant were received. The remaining equipment had not arrived at UNAMID by September 2008. In addition, 60 water wells were to be drilled according to the 2007/08 budget. However, no boreholes were actually drilled in the financial year. The Board is concerned that the delays will affect the water treatment and hamper the supply of water and the deployment of UNAMID (paras. 333-334)	Requisitions were raised for the outsourcing of hydro-geological and geophysical survey services for the selection of suitable borehole drilling sites and the drilling of selected sites. In order to accelerate the water source development programme, the Operation also raised a requisition to procure 2 well drilling rigs Requisitions have been prepared for the conduct of hydro-geological and geophysical surveys for an additional 17 team sites. Market surveys were conducted to identify suitable drilling contractors for well drilling in Darfur, following the failure of a contractor to mobilize owing to the insecure operational conditions prevailing in Darfur
Air operations: recordings	
At UNAMID, the manifests from January to March 2008 and the movement of passengers from January to May 2008 were not filed as required, and the passenger statistics of the selected months were not accurate. A discrepancy existed between the monthly figure and the subtotal of the passenger statistics (para. 344)	The discrepancies were due to the fact that different methods were used to count passengers. While Movement Control counts one movement of personnel as one passenger, Aviation counts each separate leg as a movement. Therefore, one movement of personnel used by one passenger on a journey with connections is counted by Movement Control as one journey, while Aviation records each stage of the journey Aviation and Movement Control now calculate the number of passengers on the aircraft usage report and the passenger manifest, respectively, which are then reconciled
Air operations: aircraft deployment	
At UNAMID, 49 aircraft should be deployed in financial year 2007/08 according to the Headquarters plan. However, the Board noted that only 37 aircraft had been deployed by June 2008. The Board recommends that the Administration ensure that UNAMID expedites the airport rehabilitation and deployment process, and ensures that there are enough aircraft in place to implement its mandate (paras. 353-354)	A memorandum of understanding was signed on 19 January 2009 between UNAMID and the Government of the Sudan (Sudan Civil Aviation Authority) for Darfur airfield rehabilitation. The process has been initiated All aircraft were not positioned in time, as the planned military aircraft could not be deployed during 2007/08. No agreement was reached with a troop-contributing country to provide such aircraft. However, the Ethiopian Government agreed to provide five military attack helicopters, which were positioned in February 2010. Some civil aircraft are still being requisitioned, as such aircraft are not commercially available on the market, despite the fact that a bidding process has been undertaken by the Procurement Division. Since the Operation still lacks MI-8 MTV helicopters (military version of MI-8 to be acquired through letter of assist), this deficiency has been corrected to some extent by means of commercially contracted civilian MI-8 helicopters

Air operations: delays in supplying aircraft

At UNAMID, the Board noted that 4 out of 10 aircraft had not arrived at the operating bases on the dates specified in the contracts. The delays in arrival were 75 days, 16 days, 43 days and 43 days, respectively. However, the liquidated damages of the contract were not implemented. The delays could have resulted in UNAMID not having adequate air transportation services and constraining its air mobility and capability to fully perform its mandate in a timely manner. The Board recommends that the Administration ensure that UNAMID makes representation to the Sudan Civil Aviation Authority with a view to expediting the clearance of the mission's aircraft (paras. 356-357 and 359)

Necessary coordination has been carried out with the Sudan Civil Aviation Authority, and now the aircraft are being cleared by the Authority without delay and within expected time frames

Human resources management: vacancy and turnover rates

At UNAMID, 2,789 posts, or 56 per cent of the 5,021 authorized posts, were vacant as at 30 June 2008; in particular, vacancy rates amounted to 81 per cent in the Property Management Section and 78 per cent in the Contingent-owned Equipment Unit. The shortage of staff resulted in the Section and the Unit not carrying out the full functions as required by the policies and guidelines. For example, the Property Management Section physically verified only 6 per cent in quantity or 5 per cent in value of total non-expendable property. The Board reiterates its recommendation that the Administration take urgent measures to fill vacancies in the missions to enable them to effectively execute their mandates (paras. 387 and 391)

The current vacancy rate in the Contingent-owned Equipment Unit and Property Management Section is 23 per cent. As a result of this higher deployment, the physical inspection of non-expendable assets had increased to 72 per cent by 30 November 2009, representing 55 per cent of total asset value. The Operation is now inspecting 6,000 assets per month and will achieve more than 100 per cent coverage of assets by the end of 2009/10

As at 31 December 2009, UNAMID had reduced the international staff vacancy rate to 28 per cent. This represents an improvement of 27 per cent since June 2008. To date, however, 180 international staff members selected for appointments have declined the offers. 198 have resigned or otherwise left the Operation, and many have declined to be interviewed for posts in Darfur. Furthermore, long delays are being experienced in the deployment of civilian staff to UNAMID, owing mainly to the 10-day civilian predeployment training course at the United Nations Logistics Base at Brindisi, Italy, and the time required to obtain entry visas from Sudanese embassies and consulates for incoming staff. Those factors are beyond the Operation's control and affect its ability to recruit and fill vacant positions

Human resources management: training and performance appraisal system

At UNAMID, in 2007/08, of the 29,361 staff planned to be trained, only 769 staff were trained. The Board also noted that there were no training records in the staff members' files, no training certificates and no annual training reports. The Board is concerned that the inadequate training could affect the enhancement of staff members' capability and delay the mission's ability to achieve its objectives. The Board recommends that the Administration ensure that UNAMID monitors the execution of its training plans (paras. 414-416)

The recommendation has since been implemented, as confirmed in the 2008/09 audit, with significant improvements noted. Training records are being maintained and kept up to date. Certificates are also being issued to staff members who have successfully participated in training courses. In addition, annual training reports are produced and the delivery of training monitored

Integrated mission planning process: the establishment of an integrated mission planning team

Integrated missions are required to establish an integrated mission planning team as the country-based body responsible for strategic planning in an integrated mission setting. The Board noted that UNAMID had not set up an integrated mission planning team for the financial year 2007/08 and that DPKO had no information on the existence of integrated mission planning teams at the field missions. The Board recommends that the Administration expedite the establishment of integrated mission planning teams at all identified missions (paras. 440-442)

UNAMID is not an integrated mission. However, it is in the process of establishing, together with the United Nations country team in Darfur, an integrated mission planning team. A Darfur integrated strategic planning team was established in November 2009, comprising membership of the UNAMID components and representatives of the United Nations country team. The Darfur integrated strategic planning team has had periodic teleconference meetings with the Sudan headquarters integrated mission planning team to deliberate on matters related to the development of the Darfur integrated strategic framework

Resident auditors: vacancies in resident audit

At UNAMID, for 2007/08, 12 posts were planned for resident auditors. However, the Board noted that there was no resident auditor in UNAMID before 3 June 2008. There were also only 2 resident auditors in UNAMID from 18 to 30 June in 2008. As a result, during 2007/08, no audit workplans or audit assignments were undertaken by resident auditors at UNAMID. The Board is concerned that the high staff vacancy rate would delay the completion of the audit plan in some high-risk areas. The Board reiterates its recommendation that the Office of Internal Oversight Services expedite the filling of all resident auditor posts to ensure the effective internal audit coverage of all missions (paras. 473-475)

OIOS recruited 10 international staff for the office of internal oversight, which represents 83 per cent of the staff requirement. A process is under way to achieve the full staff complement for the office of internal oversight by the end of June 2010. The office is fully functional and has already conducted audit exercises on 2007/08 accounts and selected self-accounting units

Annex I

Definitions

A. Terminology related to proposed changes in human resources

The following terminology has been applied with regard to proposed changes in human resources (see sect. I of the present report):

- **Post establishment**: a new post is proposed to be established when additional resources are necessary and when it is not possible to redeploy resources from other offices or otherwise accommodate specific activities from within existing resources
- **Post reassignment**: an approved post that was intended to cover a certain function is proposed to implement other priority mandated activities unrelated to the original function. While a post reassignment may involve a change of location or office, it does not change the category or level of the post
- **Post redeployment**: an approved post is proposed to be redeployed to cover comparable or related functions in another office
- **Post reclassification**: an approved post is proposed to be reclassified (upgraded or downgraded) when the duties and responsibilities of the post have changed substantially
- **Post abolishment**: an approved post is proposed to be abolished if it is no longer needed to implement the activities for which it was approved or to implement other priority mandated activities within the mission
- **Post conversion**: three possible options for post conversion are as follows:
  - Conversion of general temporary assistance positions to posts: approved positions financed under general temporary assistance are proposed for conversion to posts if the functions being performed are of a continuing nature
  - Conversion of individual contractors or individuals on procurement contracts to national staff posts: taking into account the continuing nature of certain functions, in line with section VIII, paragraph 11, of General Assembly resolution 59/296, individual contractors or individuals on procurement contracts are proposed for conversion to national staff posts
  - Conversion of international staff posts to national staff posts: approved international staff posts are proposed for conversion to national staff posts

B. Terminology related to variance analysis

Section III of the present report indicates the single largest contributing factor of each resource variance according to specific standard options encompassed in the four standard categories listed below:

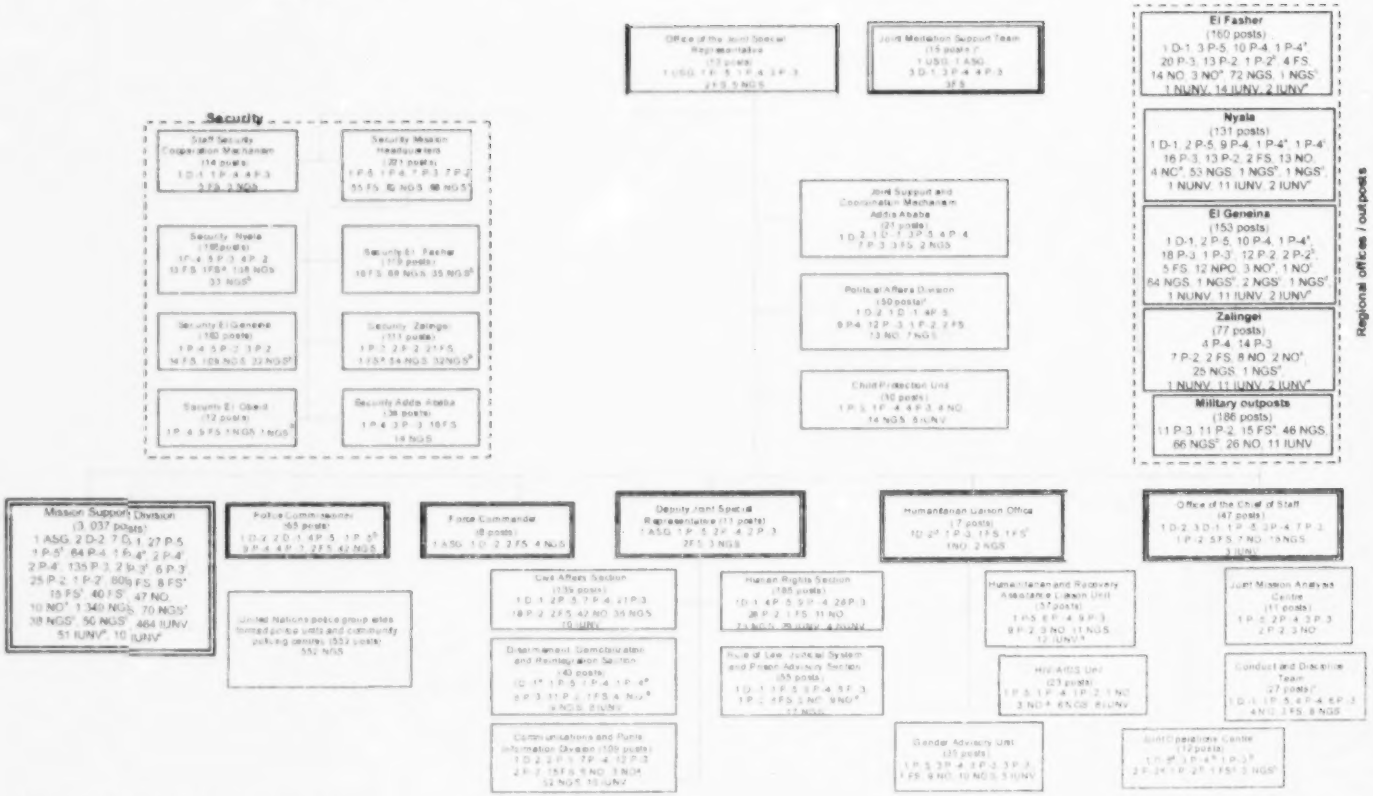
- **Mandate**: variances caused by changes in the scale or scope of the mandate, or changes in the expected accomplishments as driven by the mandate

- **External**: variances caused by parties or situations external to the United Nations
- **Cost parameters**: variances caused by United Nations regulations, rules and policies
- **Management**: variances caused by management actions to achieve planned results more effectively (e.g., by reprioritizing or adding certain outputs) or efficiently (e.g., by taking measures to reduce personnel or operational inputs while maintaining the same level of outputs) and/or from performance-related issues (e.g., by having underestimated the costs or quantities of inputs required to produce a certain level of outputs, or by delayed recruitment)

Annex II

Organization charts

A. Substantive and administrative offices


Office of the Joint Special Representative
(13 posts)
1 USG, 1 P-5, 1 P-4, 3 P-3, 2 FS, 5 NGS
Joint Mediation Support Team
(15 posts)
1 USG, 1 ASG, 3 D-1, 3 P-4, 4 P-3, 3 FS
Security
Staff Security Cooperation Mechanism
(14 posts)
1 D-1, 1 P-4, 4 P-3, 3 FS, 3 NGS
Security Mission Headquarters
(231 posts)
1 P-5, 1 P-4, 7 P-3, 7 P-2, 55 FS, 82 NGS, 68 NGS
Security Nyala
(158 posts)
1 P-4, 5 P-3, 4 P-2, 13 FS, 1 FS, 138 NGS, 33 NGS
Security El Fasher
(179 posts)
1 P-3, 69 NGS, 35 NGS
Security El Geneina
(160 posts)
1 P-4, 5 P-3, 1 P-2, 14 FS, 109 NGS, 32 NGS
Security Zalingei
(111 posts)
1 P-3, 1 P-2, 2 FS, 1 FS, 54 NGS, 32 NGS
Security El Obeid
(12 posts)
1 P-4, 9 FS, 1 NGS, 1 NGS
Security Addis Ababa
(38 posts)
1 P-4, 3 P-3, 18 FS, 16 NGS
Joint Support and Coordination Mechanism Addis Ababa
(21 posts)
1 D-2, 1 D-1, 1 P-5, 4 P-4, 7 P-3, 3 FS, 2 NGS
Political Affairs Division
(50 posts)
1 D-2, 1 D-1, 4 P-5, 9 P-4, 12 P-3, 1 P-2, 2 FS, 13 NO, 7 NGS
Child Protection Unit
(10 posts)
1 P-3, 1 P-4, 4 P-3, 4 NO, 14 NGS, 5 IUNV
El Fasher
(160 posts)
1 D-1, 3 P-5, 10 P-4, 1 P-4, 20 P-3, 13 P-2, 1 P-2, 4 FS, 14 NO, 3 NO, 72 NGS, 1 NGS, 1 NUNV, 14 IUNV, 2 IUNV
Nyala
(131 posts)
1 D-1, 2 P-5, 9 P-4, 1 P-4, 1 P-4, 16 P-3, 13 P-2, 2 FS, 13 NO, 4 NO, 53 NGS, 1 NGS, 1 NGS, 1 NUNV, 11 IUNV, 2 IUNV
El Geneina
(153 posts)
1 D-1, 2 P-5, 10 P-4, 1 P-4, 18 P-3, 1 P-3, 12 P-2, 2 P-2, 5 FS, 12 NPO, 3 NO, 1 NO, 64 NGS, 1 NGS, 2 NGS, 1 NGS, 1 NUNV, 11 IUNV, 2 IUNV
Zalingei
(77 posts)
4 P-4, 14 P-3, 7 P-2, 2 FS, 8 NO, 2 NO, 25 NGS, 1 NGS, 1 NUNV, 11 IUNV, 2 IUNV
Military outposts
(186 posts)
11 P-3, 11 P-2, 15 FS, 46 NGS, 66 NGS, 26 NO, 11 IUNV
Regional offices / outposts
Mission Support Division
(3,037 posts)
1 ASG, 2 D-2, 7 D-1, 27 P-5, 1 P-5, 64 P-4, 1 P-4, 2 P-4, 2 P-4, 135 P-3, 2 P-3, 6 P-3, 25 P-2, 1 P-2, 809 FS, 8 FS, 16 FS, 40 FS, 47 NO, 10 NO, 1 349 NGS, 70 NGS, 38 NGS, 50 NGS, 464 IUNV, 51 IUNV, 10 IUNV
Police Commissioner
(65 posts)
1 D-2, 2 D-1, 4 P-5, 1 P-5, 9 P-4, 4 P-3, 2 FS, 42 NGS
Force Commander
(8 posts)
1 ASG, 1 D-2, 2 FS, 4 NGS
Deputy Joint Special Representative
(11 posts)
1 ASG, 1 P-5, 2 P-4, 2 P-3, 2 FS, 3 NGS
Humanitarian Liaison Office
(7 posts)
1 D-2, 1 P-3, 1 FS, 1 FS, 1 NO, 2 NGS
Office of the Chief of Staff
(47 posts)
1 D-2, 3 D-1, 1 P-5, 2 P-4, 7 P-3, 1 P-2, 5 FS, 7 NO, 19 NGS, 3 IUNV
United Nations police group also formed police units and community policing centres
(532 posts)
532 NGS
Civil Affairs Section
(139 posts)
1 D-1, 2 P-5, 7 P-4, 21 P-3, 18 P-2, 2 FS, 42 NO, 35 NGS, 10 IUNV
Human Rights Section
(185 posts)
1 D-1, 4 P-5, 9 P-4, 28 P-3, 28 P-2, 1 FS, 11 NO, 71 NGS, 20 IUNV, 4 IUNV
Humanitarian and Recovery Assistance Liaison Unit
(57 posts)
1 P-5, 6 P-4, 9 P-3, 9 P-2, 3 NO, 11 NGS, 12 IUNV
Joint Mission Analysis Centre
(11 posts)
1 P-5, 2 P-4, 3 P-3, 2 P-2, 3 NO
Disarmament, Demobilization and Reintegration Section
(40 posts)
1 D-1, 1 P-5, 1 P-4, 1 P-4, 9 P-3, 11 P-2, 1 FS, 4 NO, 9 NGS, 2 IUNV
Rule of Law, Judicial System and Prison Advisory Section
(55 posts)
1 D-1, 3 P-5, 5 P-4, 8 P-3, 1 P-2, 4 FS, 3 NO, 9 NO, 12 NGS
HIV/AIDS Unit
(23 posts)
1 P-5, 1 P-4, 1 P-2, 1 NO, 3 NO, 6 NGS, 8 IUNV
Conduct and Discipline Team
(7 posts)
1 D-1, 1 P-5, 1 P-4, 1 P-3, 1 NO, 1 FS, 1 NGS
Communications and Public Information Division
(109 posts)
1 D-2, 2 P-5, 7 P-4, 12 P-3, 2 P-2, 15 FS, 5 NO, 1 NO, 52 NGS, 10 IUNV
Gender Advisory Unit
(10 posts)
1 P-5, 3 P-4, 3 P-3, 3 P-3, 1 FS, 9 NO, 10 NGS, 5 IUNV
HIV/AIDS peripatetic Centre
(12 posts)
1 P-4, 3 P-4, 1 P-3, 2 P-2, 4 P-2, 1 P-2, 1 FS, 2 NGS

Abbreviations: USG, Under-Secretary-General; ASG, Assistant Secretary-General; FS, Field Service; NGS, national General Service staff; NO, National Officer; NPO, National Professional Officer; IUNV, International United Nations Volunteer; NUNV, National United Nations Volunteer

[a] Includes general temporary assistance positions.

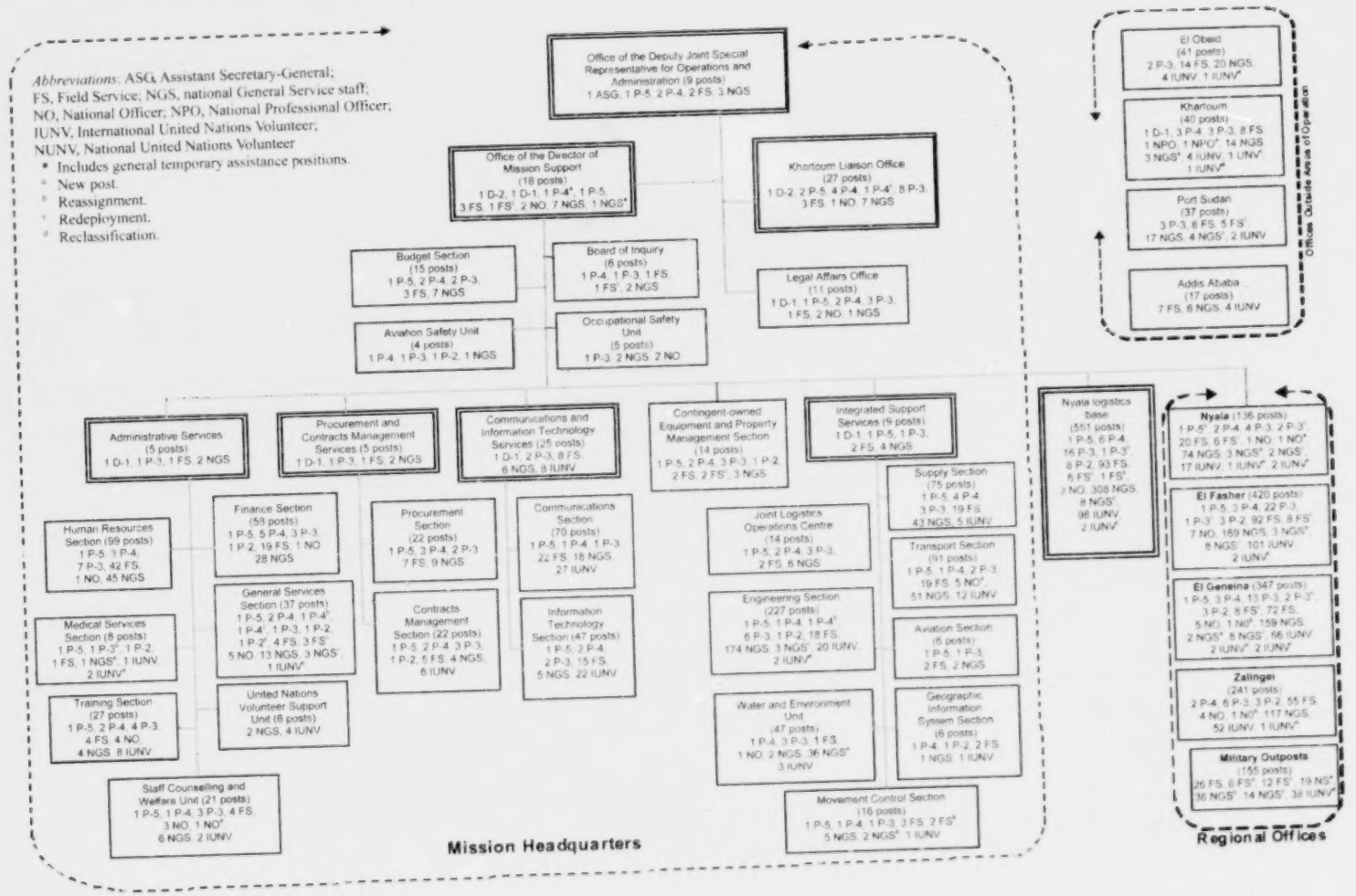
[b] New post.

[c] Reassignment.

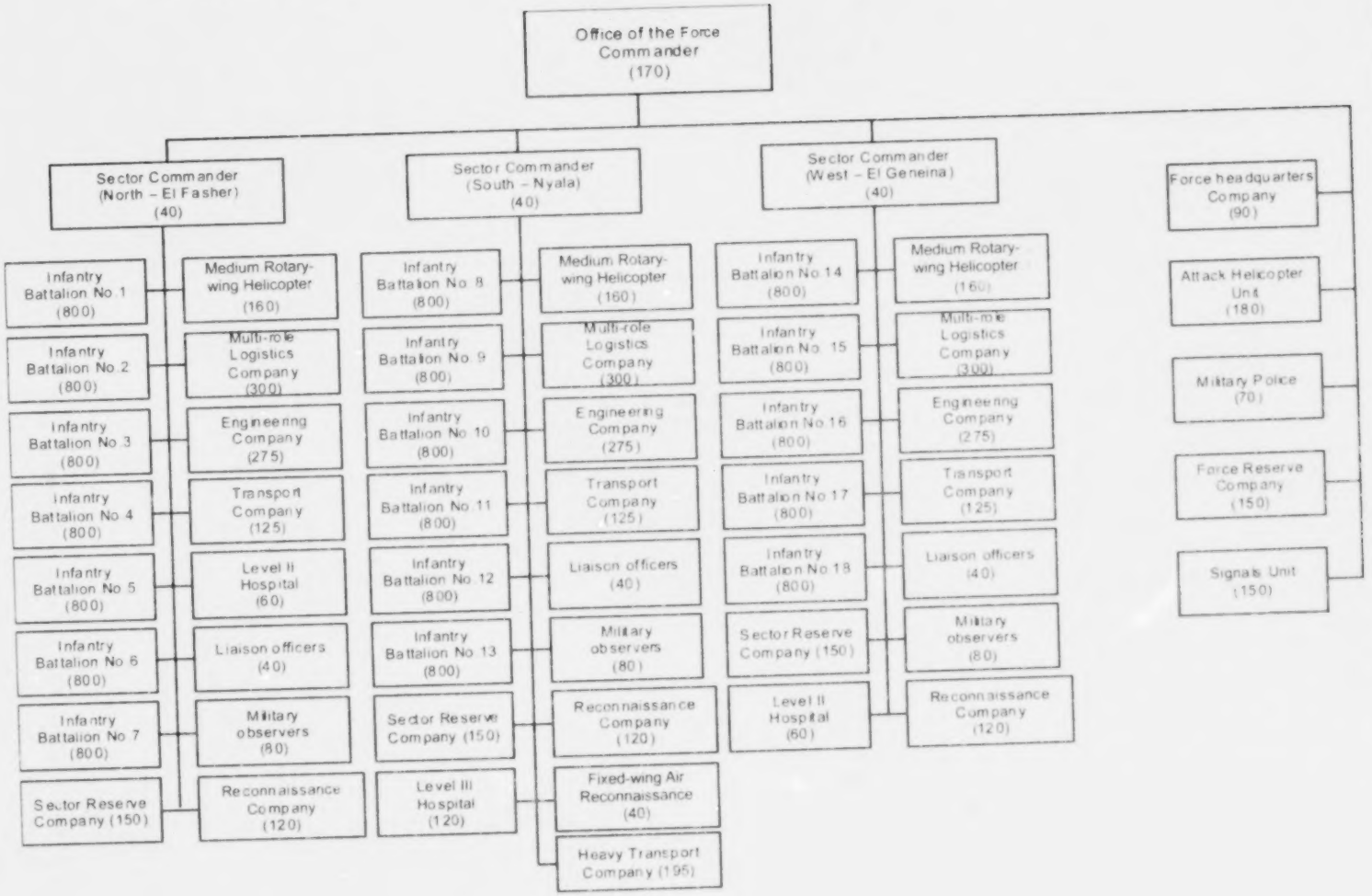
[d] Redeployment.

[e] Reclassification.

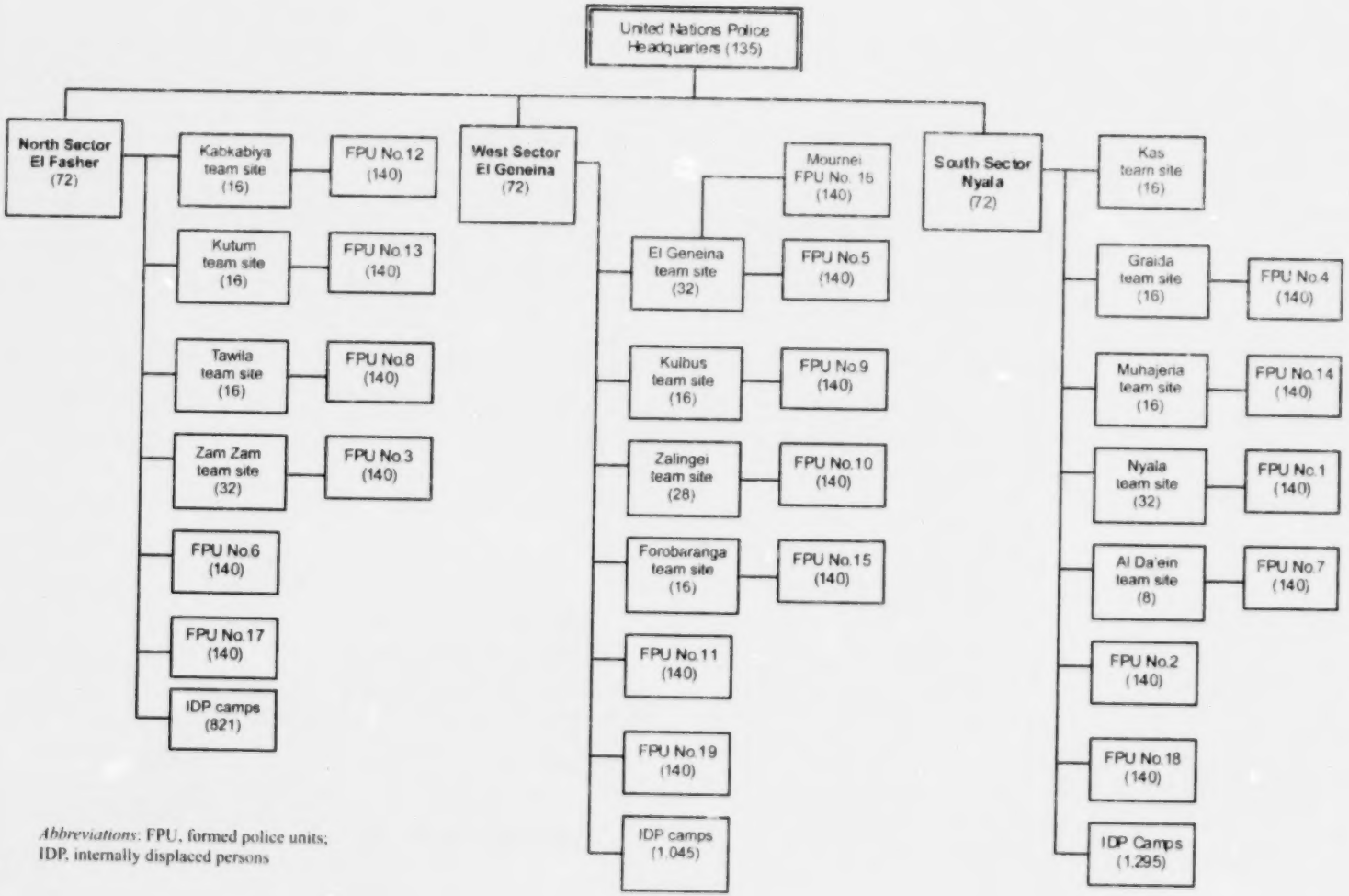
B. Mission Support Division


Abbreviations: ASG, Assistant Secretary-General; FS, Field Service; NGS, national General Service staff; NO, National Officer; NPO, National Professional Officer; IUNV, International United Nations Volunteer; NUNV, National United Nations Volunteer
* Includes general temporary assistance positions.
a New post.
b Reassignment.
c Redeployment.
d Reclassification.
Office of the Deputy Joint Special Representative for Operations and Administration (9 posts) 1 ASG, 1 P-5, 2 P-4, 2 FS, 3 NGS
Office of the Director of Mission Support (18 posts) 1 D-2, 1 D-1, 1 P-4a, 1 P-5, 3 FS, 1 FSa, 2 NO, 7 NGS, 1 NGS*
Khartoum Liaison Office (27 posts) 1 D-2, 2 P-5, 4 P-4, 1 P-4a, 8 P-3, 3 FS, 1 NO, 7 NGS
Budget Section (15 posts) 1 P-5, 2 P-4, 2 P-3, 3 FS, 7 NGS
Board of Inquiry (6 posts) 1 P-4, 1 P-3, 1 FS, 1 FSa, 2 NGS
Legal Affairs Office (11 posts) 1 D-1, 1 P-5, 2 P-4, 3 P-3, 1 FS, 2 NO, 1 NGS
Aviation Safety Unit (4 posts) 1 P-4, 1 P-3, 1 P-2, 1 NGS
Occupational Safety Unit (5 posts) 1 P-3, 2 NGS, 2 NO
Administrative Services (5 posts) 1 D-1, 1 P-3, 1 FS, 2 NGS
Procurement and Contracts Management Services (5 posts) 1 D-1, 1 P-3, 1 FS, 2 NGS
Communications and Information Technology Services (25 posts) 1 D-1, 2 P-3, 8 FS, 6 NGS, 8 IUNV
Contingent-owned Equipment and Property Management Section (14 posts) 1 P-5, 2 P-4, 3 P-3, 1 P-2, 2 FS, 2 FSa, 3 NGS
Integrated Support Services (9 posts) 1 D-1, 1 P-5, 1 P-3, 2 FS, 4 NGS
Human Resources Section (99 posts) 1 P-5, 3 P-4, 7 P-3, 42 FS, 1 NO, 45 NGS
Finance Section (59 posts) 1 P-5, 5 P-4, 3 P-3, 1 P-2, 19 FS, 1 NO, 28 NGS
Procurement Section (22 posts) 1 P-5, 3 P-4, 2 P-3, 7 FS, 9 NGS
Communications Section (70 posts) 1 P-5, 1 P-4, 1 P-3, 22 FS, 18 NGS, 27 IUNV
Joint Logistics Operations Centre (14 posts) 1 P-5, 2 P-4, 3 P-3, 2 FS, 6 NGS
Supply Section (75 posts) 1 P-5, 4 P-4, 3 P-3, 19 FS, 43 NGS, 5 IUNV
Medical Services Section (8 posts) 1 P-5, 1 P-3a, 1 P-2, 1 FS, 1 NGSa, 1 IUNV, 2 IUNVa
General Services Section (37 posts) 1 P-5, 2 P-4, 1 P-4b, 1 P-4c, 1 P-3, 1 P-2, 1 P-2a, 4 FS, 3 FSc, 5 NO, 13 NGS, 3 NGSc, 1 IUNVa
Contracts Management Section (22 posts) 1 P-5, 2 P-4, 3 P-3, 1 P-2, 5 FS, 4 NGS, 6 IUNV
Information Technology Section (47 posts) 1 P-5, 2 P-4, 2 P-3, 15 FS, 5 NGS, 22 IUNV
Engineering Section (227 posts) 1 P-5, 1 P-4, 1 P-4b, 6 P-3, 1 P-2, 18 FS, 174 NGS, 3 NGSc, 20 IUNV, 2 IUNVa
Transport Section (91 posts) 1 P-5, 1 P-4, 2 P-3, 19 FS, 5 NOa, 51 NGS, 12 IUNV
Training Section (27 posts) 1 P-5, 2 P-4, 4 P-3, 4 FS, 4 NO, 4 NGS, 8 IUNV
United Nations Volunteer Support Unit (6 posts) 2 NGS, 4 IUNV
Water and Environment Unit (47 posts) 1 P-4, 3 P-3, 1 FS, 1 NO, 2 NGS, 36 NGSa, 3 IUNV
Aviation Section (5 posts) 1 P-5, 1 P-3, 2 FS, 2 NGS
Geographic Information System Section (6 posts) 1 P-4, 1 P-2, 2 FS, 1 NGS, 1 IUNV
Staff Counselling and Welfare Unit (21 posts) 1 P-5, 1 P-4, 3 P-3, 4 FS, 3 NO, 1 NOa, 6 NGS, 2 IUNV
Movement Control Section (16 posts) 1 P-5, 1 P-4, 1 P-3, 3 FS, 2 FSa, 5 NGS, 2 NGSa, 1 IUNV
Mission Headquarters
El Obeid (41 posts) 2 P-3, 14 FS, 20 NGS, 4 IUNV, 1 IUNVa
Khartoum (40 posts) 1 D-1, 3 P-4, 3 P-3, 8 FS, 1 NPO, 1 NPOa, 14 NGS, 3 NGSa, 4 IUNV, 1 IUNVc, 1 IUNVa
Port Sudan (37 posts) 3 P-3, 8 FS, 5 FSc, 17 NGS, 4 NGSc, 2 IUNV
Addis Ababa (17 posts) 7 FS, 8 NGS, 4 IUNV
Offices Outside Area of Operation
Nyala logistics base (551 posts) 1 P-5, 6 P-4, 16 P-3, 1 P-3a, 8 P-2, 93 FS, 6 FSc, 1 FSa, 3 NO, 308 NGS, 8 NGSc, 98 IUNV, 2 IUNVa
Nyala (136 posts) 1 P-5a, 2 P-4, 4 P-3, 2 P-3a, 20 FS, 6 FSc, 1 NO, 1 NOa, 74 NGS, 3 NGSc, 2 NGSa, 17 IUNV, 1 IUNVc, 2 IUNVa
El Fasher (420 posts) 1 P-5, 3 P-4, 22 P-3, 1 P-3a, 3 P-2, 92 FS, 8 FSc, 7 NO, 169 NGS, 3 NGSc, 8 NGSa, 101 IUNV, 2 IUNVa
El Geneina (347 posts) 1 P-5, 3 P-4, 13 P-3, 2 P-3a, 3 P-2, 8 FSc, 72 FS, 5 NO, 1 NOa, 159 NGS, 2 NGSc, 8 NGSa, 66 IUNV, 2 IUNVc, 2 IUNVa
Zalingei (241 posts) 2 P-4, 6 P-3, 3 P-2, 55 FS, 4 NO, 1 NOa, 117 NGS, 52 IUNV, 1 IUNVa
Military Outposts (155 posts) 26 FS, 6 FSc, 12 FSa, 19 NSc, 36 NGS, 14 NGSa, 36 IUNV
Regional Offices

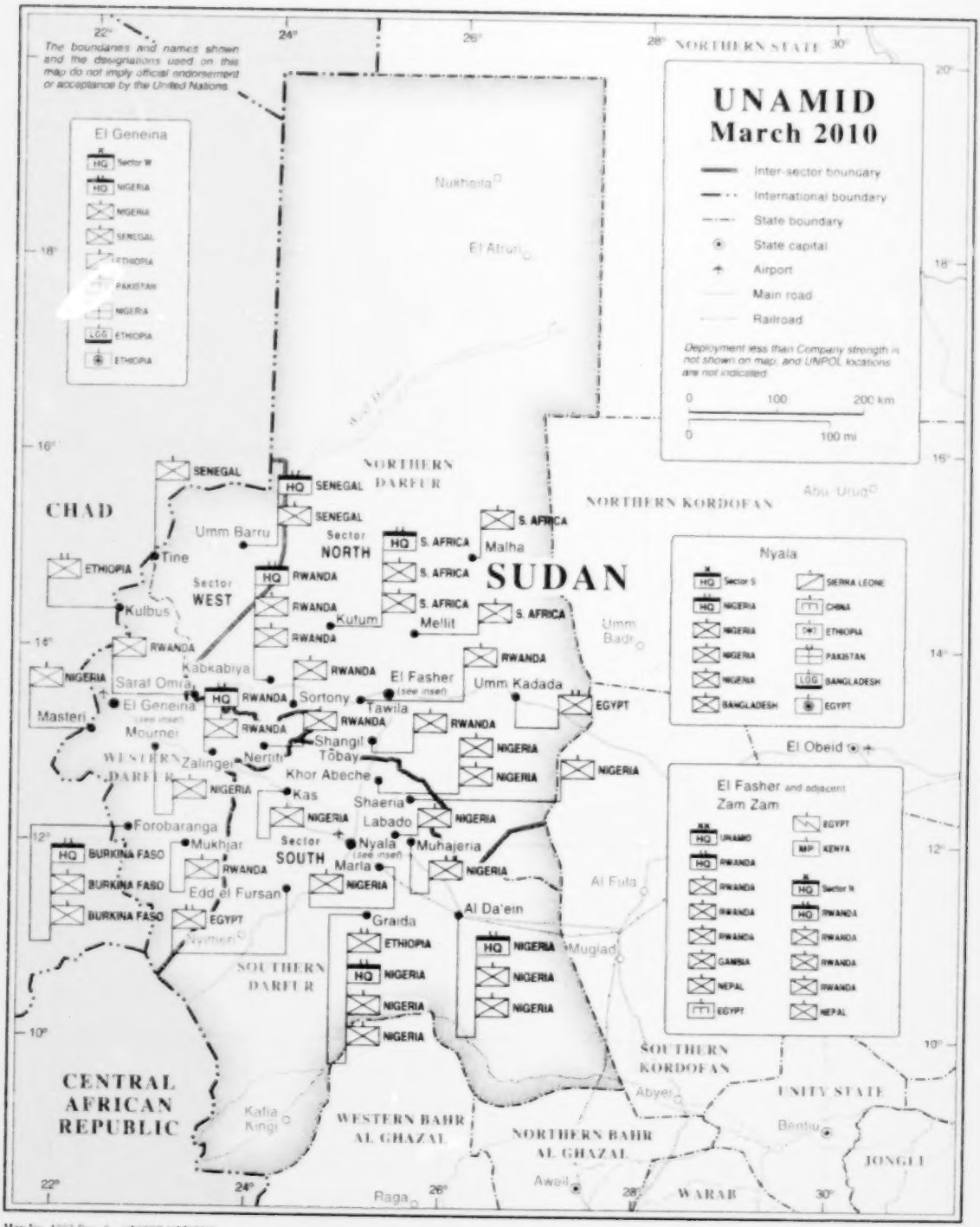
C. Military structure


Office of the Force Commander (170)
Sector Commander (North – El Fasher) (40)
Sector Commander (South – Nyala) (40)
Sector Commander (West – El Geneina) (40)
Force headquarters Company (90)
Attack Helicopter Unit (180)
Military Police (70)
Force Reserve Company (150)
Signals Unit (150)
Infantry Battalion No 1 (800)
Infantry Battalion No 2 (800)
Infantry Battalion No 3 (800)
Infantry Battalion No 4 (800)
Infantry Battalion No 5 (800)
Infantry Battalion No 6 (800)
Infantry Battalion No 7 (800)
Sector Reserve Company (150)
Medium Rotary-wing Helicopter (160)
Multi-role Logistics Company (300)
Engineering Company (275)
Transport Company (125)
Level II Hospital (60)
Liaison officers (40)
Military observers (80)
Reconnaissance Company (120)
Infantry Battalion No 8 (800)
Infantry Battalion No 9 (800)
Infantry Battalion No 10 (800)
Infantry Battalion No 11 (800)
Infantry Battalion No 12 (800)
Infantry Battalion No 13 (800)
Sector Reserve Company (150)
Level III Hospital (120)
Medium Rotary-wing Helicopter (160)
Multi-role Logistics Company (300)
Engineering Company (275)
Transport Company (125)
Liaison officers (40)
Military observers (80)
Reconnaissance Company (120)
Fixed-wing Air Reconnaissance (40)
Heavy Transport Company (195)
Infantry Battalion No 14 (800)
Infantry Battalion No 15 (800)
Infantry Battalion No 16 (800)
Infantry Battalion No 17 (800)
Infantry Battalion No 18 (800)
Sector Reserve Company (150)
Level II Hospital (60)
Medium Rotary-wing Helicopter (160)
Multi-role Logistics Company (300)
Engineering Company (275)
Transport Company (125)
Liaison officers (40)
Military observers (80)
Reconnaissance Company (120)

D. Police structure



Abbreviations: FPU, formed police units; IDP, internally displaced persons


The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the United Nations.
UNAMID
March 2010
Inter-sector boundary
International boundary
State boundary
State capital
Airport
Main road
Railroad
Deployment less than Company strength is not shown on map, and UNPOL locations are not indicated.
0 100 200 km
0 100 mi
El Geneina
Nyala
El Fasher and adjacent Zam Zam
SUDAN
CHAD
CENTRAL AFRICAN REPUBLIC
NORTHERN DARFUR
WESTERN DARFUR
SOUTHERN DARFUR
NORTHERN KORDOFAN
SOUTHERN KORDOFAN
WESTERN BAHR AL GHAZAL
NORTHERN BAHR AL GHAZAL
UNITY STATE
JONGLEI
WARAB
Sector NORTH
Sector WEST
Sector SOUTH
Nukheila
El Atrun
Abu Uruq
Umm Barru
Tine
Kulbus
Kabkabiya
Sarat Omra
Masteri
Mourner
Zalingei
Nertiti
Forobaranga
Mukhjar
Edd el Fursan
Kas
Khor Abeche
Shangil Tobay
Tawila
Sortony
El Fasher (see inset)
Kutum
Mellit
Malha
Umm Kadada
Umm Badr
Shaeria
Labado
Nyala (see inset)
Muhajeria
Marla
Graida
Al Da'ein
Mugiad
Al Fula
El Obeid
Abyei
Bentiu
Aweil
Raga
Kafia Kingi
SENEGAL
RWANDA
NIGERIA
S. AFRICA
ETHIOPIA
EGYPT
BURKINA FASO
PAKISTAN
SIERRA LEONE
CHINA
BANGLADESH
GAMBIA
NEPAL
KENYA
UNAMID
Sector W
Sector S
Sector N
LOG
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